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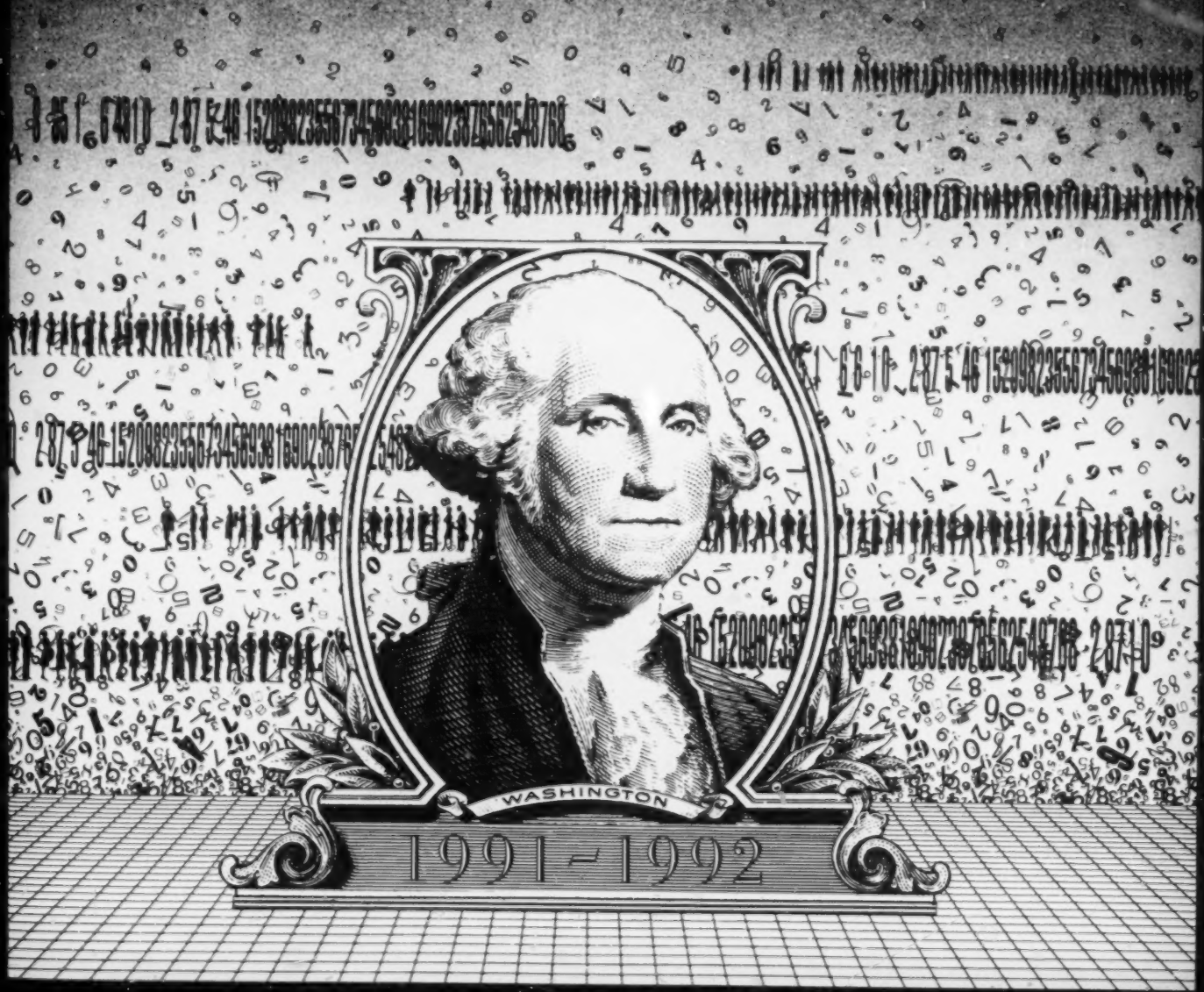
MARCH-APRIL 1992

Bulletin of the American Association
of University Professors

The Annual Report on the Economic Status of the Profession 1991-1992



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ACADEME

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Diversity Within Adversity

- ☐ Salaries rose by 3.5 percent, a real increase of only 0.4 percent.
- ☐ Real salaries of continuing faculty rose 1.2 percent.
- ☐ Relative to private production workers, academics' earnings have risen steadily since 1979 and are higher than at any time in the past twenty years. But relative to college graduates, they are slightly below what they were in 1972–73.
- ☐ Salaries rose only 2.9 percent in public institutions, but rose 4.7 percent at private-independent institutions, and 5.5 percent at church-related institutions.
- ☐ Nearly half the continuing faculty members at public colleges and universities received salary increases of less than 3 percent.
- ☐ Benefits accounted for 19.6 percent of total compensation, with expenditures on medical care growing most rapidly.
- ☐ Dispersion of salaries across fields is the highest in fifteen years.

These highlights and others are discussed in the report by Professor Daniel S. Hamermesh (Michigan State University), chair of AAUP's Committee Z on the Economic Status of the Profession.

The faculty data used to prepare this report were provided by institutions responding to the AAUP Annual Survey conducted by Maryse Eymonerie Associates, also responsible for editing, processing, and preparing the statistical materials that appear in this report. Any questions concerning these data should be directed to Maryse Eymonerie Associates, BP 33, Louvigné 35420, France. For additional copies of the report, send a check for $40 to AAUP, 1012 14th Street, N.W., Suite 500, Washington, DC 20005. Prepaid orders only.

The Annual Report on the Economic Status of the Profession, 1991–92

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IN BRIEF

Legacy of Inequity for Asian-American Students

The college admissions process can be confusing, and when minority admissions are involved, it has often been controversial as well. Charges that prestigious institutions discriminated against Asian-Americans in their admission policies began cropping up with some regularity in the 1980s. In 1990, UCLA became the first university to be charged by the Department of Education for discrimination against Asian-Americans (see *Update*, November–December 1990). Now the United States Commission on Civil Rights has questioned the legality and propriety of "legacy" admissions, in which children of alumni are given preference.

The commission's comments were included in its recent report, "Civil Rights Issues Facing Asian-Americans in the 1990s," which argues that, contrary to common belief, Asian-Americans face widespread prejudice and "significant barriers to equal opportunity in education and employment." The report documented complaints by Asian-American students that some universities hinder their chances of admission by favoring children of alumni.

The report's authors acknowledge that the practice of "legacy" admissions was in place long before the number of Asian-American applicants surged. They say, however, that "its use will continue to affect Asian-Americans and other minorities adversely to the extent that they are underrepresented among alumni of elite colleges and universities. . . . [The issue] deserves to be debated and articulated by the larger community of legal scholars and civil rights advocates against the broader context of civil rights advancement."

AP/Wide World

Despite the perception that Asian-American students have been enrolling in great numbers, significant barriers persist.

Among its recommendations, the authors suggest that institutions produce safeguards to prevent bias, including making data on the racial and ethnic background of applicants and admitted students available to the public when requested.

After reviewing Harvard University's legacy admission policy, the Department of Education's Office for Civil Rights in 1990 concluded that the program did not violate Title VI of the Civil Rights Act of 1964. OCR accepted, as part of its reasoning, the university's argument that its program served a "legitimate institutional goal" of obtaining financial and volunteer support for the university from alumni, and that there did not exist other viable means to accomplish that support.

But Harvard's argument is "totally unacceptable," counters Ling-Chi Wang. Wang, an Asian-American studies professor at the University of California at Berkeley and chair of the ethnic studies department, argues that alumni contributions comprise only a small portion of funds that Harvard receives annually. "Harvard gets money from lots of sources. Basically, the legacy admission program is an affirmative-action plan for privileged whites on the East Coast," Wang said. "I am not attacking affirmative action for underrepresented minorities, but legacy kids are given all the chances in the world."

Administrators See Little More in Paychecks

Administrators' salaries rose just 2.6 percent this year—half last year's 5.4 percent increase and the smallest raise since 1987–88, according to the College and University Personnel Association. AAUP's annual survey

found that faculty did slightly better at 3.5 percent.

"Institutions are trying to make some choices," says Kirk Beyer of the University of Nebraska–Lincoln, who chaired the CUPA survey's advisory committee. "In times when salary increases are less than the CPI, institutions tend to try to pay faculty to keep faculty salaries competitive." Beyer says that institutions can "get by" for only a year or two with lower faculty salaries before recruiting and keeping faculty becomes a problem.

Administrators at two-year and comprehensive colleges fared the worst (0.8 and 1.6 percent) while those at baccalaureate and doctoral institutions did slightly better (3 and 2.3 percent.) Unlike AAUP's report, which found public institutions lagging behind private ones in raises, Beyer says that CUPA has found "very little, if any difference, depending on source of support" for administrative salaries.

Last year, CUPA reported that the median salaries at the 1,438 institutions had gone up by 5.4 percent. A handful of prestige posts like medical and law deans and chief health-professions officer topped $100,000. The lowest-paid positions, clustered mainly in student services, included admissions counselor ($21,889), assistant registrar ($26,502), and housing officer for residential life ($26,702).

No Ivory Tower for Ivies in Recession

Forced to accept severe cutbacks during the recession, public institutions have been the focus for protests and budget-cutting horror stories. But Ivy League schools, often envied for their multi-billion-dollar endowments and buoyed by high tuition fees, have not escaped problems.

Yale University has reported a $8.8 million budget deficit, and its administration is considering cuts that would include eliminating entire academic departments and reducing several others. Columbia University is burdened with a deficit of at least $15 million, while Harvard University announced that it closed the previous academic year with a $42 million shortfall, its first since 1974. Robert Scott, Harvard's vice president for finance, says that one reason for Harvard's reporting a deficit is that the university is using different accounting methods that include the depreciation of buildings in its overall budget instead of in a separate account.

"We suffer from the same forces that public institutions face," Scott says. "It's a difficult period." He says several factors have contributed to the university's financial woes: gifts from the private sector have decreased, for instance, and more professors are competing for scarcer grant funds. Harvard, he says, has had to increase dramatically the amount of financial aid to its students, while simultaneously attempting to restrain tuition costs. And while endowments support about one-fifth of the university's expenses, Scott emphasized that a large portion of endowments is restricted.

Yale anticipates for the 1990s a "decade of constraints," says Martha Matzke, the university's director of public affairs. Rising health care costs and increased financial aid disbursements are driving the institution's deficit skyward. Another burden, Matzke says, is that "due dates" have arrived for many of the campus's aging buildings that will require significant and costly repairs. "To make all the repairs we would like to do would mean about $1 billion over the next ten years," she says, adding that the university will be able to make only some of the repairs.

Yale is adjusting to the fact that a return to the robust 1980s, when its annual growth rate was often 11 or 12 percent, may be many years away. "It's hard to change habits of mind," Matzke says, "but the long-term stresses will have to be dealt with in a methodical way. [The budget deficit] is not going to go away in a year or two."

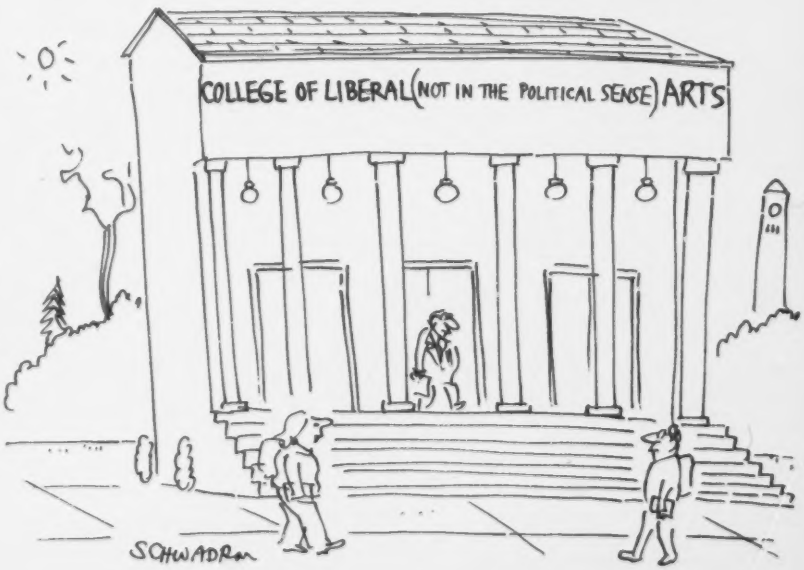
Second Provost for Harvard

As a further sign of tradition bowing before financial reality, Harvard has appointed economics professor Jerry Green to a post held by only one other person in the university's 356-year history: provost.

Generally considered the least centralized university in the country, Harvard has maintained completely separate financial and academic structures for its colleges and schools. Its previous provost served from 1945 to 1953, a period that saw the introduction of coeducation The choice of an economist to fill the post is no coincidence, given its recent deficit troubles.

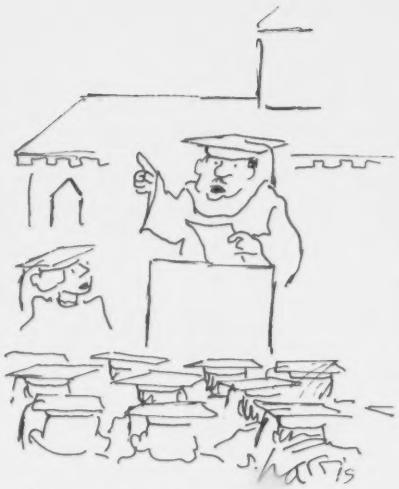
Publishers Move into Second Phase of Copyright Crusade

The Association of American Publishers (AAP) is helping three members sue a Michigan copy-shop



owner who invented his own version of complying with copyright law. In the process, it is trying to send a message to copy-shops trying to skirt the *Kinko's* decision—or undercut shops that are complying.

James Smith, owner of Michigan Document Services in Detroit, had been charging a flat one-cent-per-page additional fee for copies, creating a fund out of which he planned to pay royalties to publishers (at the time the suit was filed, none said they had received payments). Smith's system was quicker and cheaper than following the Copyright Act, under which shops must contact publishers for permission first and arrange to pay royalty fees. Copy-shops have been more careful since last year's decision in the Kinko's case, the opening round of AAP's campaign for enforcement of and education about the law. In *Kinko's*, a national chain of stores was found at fault for making course packs of copies without asking the publisher's permission or paying fees. (See *Academe*, January–February 1992.)



With the Michigan suit, AAP is entering the second phase of its program. "It's unfair to impose on Kinko's restrictions that are not being met by their competition," says AAP spokeswoman Judith Platt. "What we agreed to do in this segment of enforcement is to create a level playing field." Platt says AAP has received more than three hundred anthologies from around the country: "Some came from copy-shops that said, 'I'm obeying the law, but I'm being asked to compete with shops that are not.'"

Platt says that AAP is not trying to prevent the creation of college course packs, just to make sure publishers are compensated. To make course packs a realistic option, publishers have had to counter complaints that permissions are slow and difficult to obtain. One improvement AAP points to is the expansion of a system previously used for scholarly publications, in which a central clearinghouse negotiates blanket permissions with publishers.

Paper Chase

One of the more tangible legacies of the Soviet system is paper—seventy years' worth of official documents that include 75 million pieces in the archives of the Central Committee of the Communist Party alone. U.S. scholars are participating in programs that will help preserve and organize the collections and, in the process, illuminate some of the murkier events in Soviet history.

The files, spread throughout the former Soviet Union, include 4,000 previously unpublished Lenin letters at the Central Committee archives. Among the corporations and foundations that have offered support is the MacArthur Foundation, which will give $1 million to the Woodrow Wilson International Center for Scholars for a project on the cold war. William Taubman, a political science professor at Amherst College, told the *New York Times* that he has been trying to arrange a conference with officials of the archives of the former Central Committee. "If this works out, they would be our partners in a conference that would be the first step in opening up the archives," he said. Topics for papers to be prepared by the project would include the Cuban missile crisis and the Korean war. One question that Taubman said would not specifically be raised, but that might be illuminated by the research: whether Alger Hiss actually spied for the Soviet Union.

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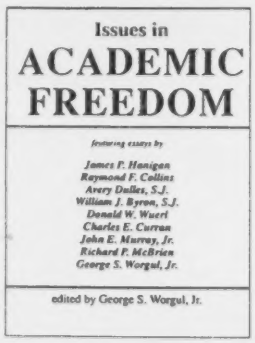

ISSUES IN ACADEMIC FREEDOM

edited by George S. Worgul, Jr.

Leading educators and theologians discuss aspects of academic freedom, especially in the context of colleges and universities with religious affiliations.

Here are some of the most pressing issues now facing educational institutions: ethical questions involved in maintaining academic freedom in a church-related institution, expression of dissent in an academic context and religious authority, the role of theologians, and the relationship of clergy – the local Catholic bishop, for example – to individual colleges and universities. This work deals primarily with Catholic institutions, but its insights and applications reach into all sectors of the academic community.

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Diversity Within Adversity

The Annual Report on the Economic Status of the Profession, 1991–92[1]

Between academic years 1990–91 and 1991–92 the average salary of faculty in the United States rose by 3.5 percent. In terms of the data in our survey, this means that, comparing the average salaries on the average campus between those two years, the increase was 3.5 percent. As Table I shows, this is the smallest *nominal* increase in over twenty years. Among continuing faculty the increase on the average campus was 4.3 percent, also the lowest in over twenty years.

Between academic years 1990–91 and 1991–92 the average faculty salary rose by 3.5 percent—the smallest nominal increase in over twenty years.

What is Really Happening, and Why?

The left half of Table I presents increases in nominal terms, unadjusted for changes in the cost of living—in the Consumer Price Index (CPI). The right half makes those adjustments. It shows that real average academic salaries rose only 0.4 percent between 1990–91 and 1991–92, while among continuing faculty the real increase was only 1.2 percent. The two-year period 1989–90 to 1991–92 showed the slowest real growth in academic salaries since the early 1980s.

Taking a broader range of comparisons, the thick solid line in Figure 1 connects boxes (■) that represent the average real salary of American faculty members in 1991 dollars. The well-known decline from the early 1970s through 1980–81 was followed by steady growth from 1981–82 through 1989–90. In the past two years, though, the growth of real salaries has essentially stopped.

The careful reader will note that the figures for real increases for the years 1971–72 through 1990–91 differ from those reported in *Academe* (March–April 1991) and may wonder how they could have changed. Previous reports calculated the percentage change in the CPI as the change between average price levels observed from July through June, for example, comparing July 1990–June 1991 to July 1991–June 1992. The obvious problem is that publication deadlines for this report require forecasting the CPI for March through June.

Despite the constant clamor for economists to divine near-term economic trends, we perform only slightly better than Roman soothsayers who relied on fowls' entrails. In most years this has not been a problem, as the inflation rate during the last four months of the academic year has differed little from the previous eight months. In some years, however, the differences are huge, and 1990–91 was one of them (due in part to the collapse of oil prices after the Gulf War ended in February 1991, and also to the continuing recession). During summer 1991 this necessitated a revision of the data published in the March–April 1991 issue of *Academe*.

In this case there is no need to engage in the uncertain game of forecasting. Instead, what we do here is compute the change in the CPI from December to December (e.g., from December 1990 to December 1991), taking the price level as observed at the middle of the academic year rather than as the average over the entire year. Over the long term this has no effect on our measures of academics' well-being; but it does obviate the need to forecast and to revise those forecasts when they go awry.

Part of the history of our salaries results from trends common throughout the American labor market. Most workers suffered real declines in living standards as a result of the oil-price shocks of 1973–74 and 1979–80. Returning to Figure 1, the dashed line connects boxes (□) that show the average academic salary relative to the average hourly earnings of production and nonsupervisory workers in the private sector (with 1972–73 set equal to one hundred). After relative declines through 1979–80, faculty remuneration has

TABLE I

Percentage Increases in Average Monetary and Real Salaries for Institutions Reporting Comparable Data for Adjacent One-Year Periods, and Percentage Change in the Consumer Price Index, 1971–72 through 1991–92[1]

One-Year Period	Prof.	Assoc.	Asst.	Inst.	All Ranks	Prof.	Assoc.	Asst.	Inst.	All Ranks	Change in CPI
	NOMINAL TERMS					REAL TERMS					
ALL FACULTY											
1971–72 to 1972–73	4.3	4.2	4.1	3.9	4.1	0.9	0.8	0.7	0.5	0.7	3.4
1972–73 to 1973–74	5.2	5.2	4.8	4.7	5.1	−3.2	−3.2	−3.6	−3.7	−3.3	8.7
1973–74 to 1974–75	5.8	5.9	5.7	5.8	5.8	−5.8	−5.7	−5.9	−5.8	−5.8	12.3
1974–75 to 1975–76	6.2	5.9	5.7	6.1	6.0	−0.7	−0.9	−1.1	−0.7	−0.8	6.9
1975–76 to 1976–77	4.7	4.7	4.7	4.7	4.7	−0.2	−0.2	−0.2	−0.2	−0.2	4.9
1976–77 to 1977–78	5.2	5.4	5.3	5.4	5.3	−1.4	−1.2	−1.3	−1.2	−1.3	6.7
1977–78 to 1978–79	5.6	5.8	5.9	6.0	5.8	−3.1	−2.9	−2.8	−2.7	−2.9	9.0
1978–79 to 1979–80	7.5	7.0	6.8	6.4	7.1	−5.1	−5.5	−5.7	−6.1	−5.4	13.3
1979–80 to 1980–81	8.8	8.5	8.8	8.6	8.7	−3.3	−3.6	−3.3	−3.5	−3.4	12.5
1980–81 to 1981–82	9.0	8.8	9.1	8.2	9.0	0.1	−0.1	0.2	−0.7	0.1	8.9
1981–82 to 1982–83	6.3	6.3	6.8	6.7	6.4	2.4	2.4	2.9	2.8	2.5	3.8
1982–83 to 1983–84	4.6	4.4	5.0	5.1	4.7	0.8	0.6	1.2	1.3	0.9	3.8
1983–84 to 1984–85	6.7	6.4	6.6	6.2	6.6	2.7	2.4	2.6	2.2	2.6	3.9
1984–85 to 1985–86	6.1	5.9	6.2	5.9	6.1	2.2	2.0	2.3	2.0	2.2	3.8
1985–86 to 1986–87	6.0	5.8	5.7	4.9	5.9	4.8	4.6	4.5	3.8	4.7	1.1
1986–87 to 1987–88	5.0	4.8	4.9	3.8	4.9	0.6	0.4	0.5	−0.6	0.5	4.4
1987–88 to 1988–89	5.8	6.7	6.0	5.3	5.8	1.3	2.2	1.5	0.9	1.3	4.4
1988–89 to 1989–90	6.3	6.3	6.3	5.4	6.1	1.6	1.6	1.6	0.7	1.4	4.6
1989–90 to 1990–91	5.5	5.3	5.5	5.0	5.4	−0.6	−0.8	−0.6	−1.0	−0.7	6.1
1990–91 to 1991–92	3.4	3.5	3.8	3.9	3.5	0.3	0.4	0.7	0.8	0.4	3.1
CONTINUING FACULTY											
1971–72 to 1972–73	4.7	5.7	5.9	6.3	5.5	1.3	2.2	2.4	2.8	2.0	3.4
1972–73 to 1973–74	5.4	6.3	6.5	7.0	6.1	−3.0	−2.2	−2.0	−1.6	−2.4	8.7
1973–74 to 1974–75	6.7	7.4	7.9	8.7	7.4	−5.0	−4.4	−3.9	−3.2	−4.4	12.3
1974–75 to 1975–76	7.1	7.7	8.0	8.5	7.6	0.2	0.8	1.0	1.5	0.7	6.9
1975–76 to 1976–77	6.2	6.8	7.2	7.4	6.7	1.2	1.8	2.2	2.4	1.7	4.9
1976–77 to 1977–78	5.9	6.0	5.9	5.9	5.9	−0.7	−0.6	−0.7	−0.7	−0.7	6.7
1977–78 to 1978–79	6.9	7.6	8.0	8.4	7.4	−1.9	−1.3	−0.9	−0.5	−1.5	9.0
1978–79 to 1979–80	7.8	8.2	8.7	8.9	8.1	−4.8	−4.5	−4.0	−3.8	−4.6	13.3
1979–80 to 1980–81	9.6	10.0	10.6	10.6	10.0	−2.6	−2.2	−1.7	−1.7	−2.2	12.5
1980–81 to 1981–82	9.4	10.0	10.7	10.6	9.9	0.4	1.0	1.6	1.5	0.9	8.9
1981–82 to 1982–83	7.5	7.8	8.5	8.3	7.9	3.5	3.8	4.5	4.3	3.9	3.8
1982–83 to 1983–84	5.4	5.7	6.3	5.9	5.7	1.6	1.8	2.4	2.0	1.8	3.8
1983–84 to 1984–85	6.7	7.2	7.8	7.9	7.1	2.7	3.2	3.8	3.8	3.1	3.9
1984–85 to 1985–86	7.0	7.4	7.9	7.6	7.3	3.1	3.5	4.0	3.7	3.4	3.8
1985–86 to 1986–87	6.3	6.7	7.0	6.5	6.6	5.1	5.5	5.8	5.3	5.4	1.1
1986–87 to 1987–88	6.1	6.6	7.1	6.9	6.5	1.6	2.1	2.6	2.4	2.0	4.4
1987–88 to 1988–89	6.4	7.1	7.6	7.4	6.8	1.9	2.6	3.1	2.9	2.3	4.4
1988–89 to 1989–90	6.9	7.4	7.8	7.5	7.3	2.2	2.6	3.0	2.7	2.5	4.6
1989–90 to 1990–91	6.1	6.8	7.2	7.0	6.6	0.0	0.7	1.0	0.8	0.5	6.1
1990–91 to 1991–92	3.9	4.5	4.9	5.1	4.3	0.8	1.4	1.7	1.9	1.2	3.1

[1]Consumer Price Index obtained from the Bureau of Labor Statistics. The change in the CPI-U is calculated from December to December.

Notes: Monetary salary is measured in current dollars. The percentage increase in real terms is the percentage increase in monetary terms adjusted for the percentage change in the CPI. Figures under All Faculty represent changes in salary levels from a given academic year to the next; figures under Continuing Faculty represent the average salary increase for faculty on staff both years.

risen steadily relative to this group and is now higher than at any other time in the last twenty years.

Comparisons of wages are misleading, though, unless care is taken to choose a group that faced career choices similar to the group in question. Most college and university faculty did not consider taking jobs as production workers when they finished their undergraduate education. A better comparison is to the earnings of all college graduates, whose educational and occupational attainments are closer to those of academics.

The most striking development in the American labor market during the 1980s was the growing inequality of wages between college graduates and other workers. The most recent data on earnings by educational attainment are not yet available, but we can compare academics' earnings to those of male college graduates who worked full time.[2] Those ratios are shown for 1972–73 through 1990–91 in Figure 1 as the (*) connected by thin solid lines. Relative to all college graduates our salaries improved between 1979–80 and 1990–91, but they still remained slightly below what they were in 1972–73. The sanguine view implied by the comparisons to production workers reflects the relative gains experienced by college graduates as a group. Compared to other occupations chosen by college graduates, university and college teaching is slightly less attractive than it was in the early 1970s.

Where are we heading? Most experts forecast a need in the middle and late 1990s to replace retiring faculty members who were hired during the great expansion of higher education in the 1960s. At the same time the continued depression in academic salaries relative to those of all college graduates means that it will be difficult to induce new college graduates to consider a career in college and university teaching.

Only one possible outcome of this process bodes well for American higher education. Shortages of faculty may develop during the next decade, as institutions try to hire from a declining pool of new Ph.D.s. This could force up relative academic salaries and eventually be self-correcting, though only after sufficient time has elapsed to allow new students to work their way through graduate programs.

The evidence is overwhelming, though, that the demand for faculty responds negatively to our wages. The desirable outcome just presented will be offset in part as institutions of higher education react to the pressures on salaries by cutting back the number of faculty they wish to hire. Worse still, American attitudes toward higher education seem so negative today that still more of the retirees of the 1990s will not be replaced—and those who continue teaching will not see the boom in salaries that they might have expected.

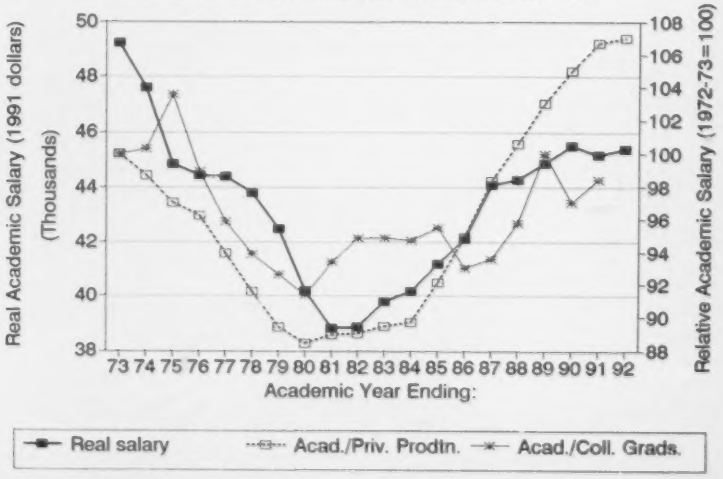
The greater increase for continuing faculty members than for the average faculty member between 1990–91 and 1991–92 repeats the pattern of the last twenty years. The salary of the average faculty member (or the average employee in any work group) rises due to pressures from the market or from collective bargaining, and to higher-wage retirees being replaced by lower-wage junior workers. The salary increase of the average continuing faculty member (or the worker remaining on the job from one year to the next) reflects both these movements and a movement up the job ladder (or wage scale). Because we gain seniority, and because seniority is generally rewarded, the pattern of real earnings growth is not so bleak for us as individuals as it is for the average member of the profession.

Both for the average faculty member and among continuing faculty the percentage increases were steadily greater this year, the lower the rank of the faculty member. That has been the general pattern among continuing faculty throughout the history of the survey. It reflects the more rapid growth of earnings among junior workers that is observed in most occupations, and among samples of randomly chosen workers in the United States and other industrialized economies. Workers' wages grow

American attitudes toward higher education seem so negative today that still more of the retirees of the 1990s will not be replaced.

Figure 1

Real and Relative Academic Salaries



During this past year the disparity in growth rates of salaries between public and other institutions was more pronounced than at any time during the previous decade.

rapidly early in their careers, no doubt because they are adding to their skills rapidly, and academic workers are no exception.

While junior faculty see more rapid wage increases as they age than do their elders, the salary of the average junior faculty member in 1991–92 rose only slightly faster than that of the average senior faculty member. Between 1971–72 and 1990–91 the ratio of salaries of professors to assistant professors varied between 1.61 and 1.63; in 1991–92 it was 1.61. Comparing associate and assistant professors, the range was between 1.21 and 1.23 (except for a one-year blip in 1979–80 to 1.26); in 1991–92 it was 1.20. Relative salaries across academic ranks have remained remarkably constant for the past twenty years.

Statistics describing the "average" campus and the "average" faculty member always mask as much as they reveal, but that is especially true this year. Consider the data presented in Table II on the growth of salaries and compensation by rank and affiliation. During this past year the disparity in growth rates of salaries between public and other institutions was more pronounced than at any time during the previous decade. During the quinquennium 1986–87 to 1991–92 average annual rates of salary growth were 5.4, 6.3, and 5.8 percent at public, private-independent, and church-related institutions respectively. During the past decade they averaged 4.9, 5.9, and 5.7 percent per annum. Rates of salary growth in church-related institutions have hardly varied from year to year. Salary increases in private-independent institutions have generally outstripped those in public institutions, but the difference was especially pronounced this year.

The differences by affiliation pervade all categories of institution. Figure 2 (based on Detailed Table 1) shows salary increases by category for the three types of affiliation.[3] Within each category church-related institutions saw larger increases than other private institutions, which saw substantially larger increases than public institutions. The differences by category are small; the differences by affiliation are large. The major locus of diversity is between public and other institutions.

One reason for the especially slow growth of salaries in public institutions is no doubt the fiscal crises that have plagued state budgets since the onset of the recession in summer 1990. The effects of these crises and their uneven incidence across the country are shown in Figure 3

TABLE II

Percentage Changes in Average Salary and Average Compensation Levels, 1991–92 over Previous Years, by Affiliation and Academic Rank[1]

Academic Rank	All Combined	Public	Private Independent	Church-Related	All Combined	Public	Private Independent	Church-Related
1990–91 to 1991–92								
Professor	3.4	2.8	4.6	5.3	3.7	3.1	4.8	5.7
Associate	3.5	2.8	4.7	5.5	3.9	3.2	5.0	5.8
Assistant	3.8	3.2	4.8	5.6	4.3	3.6	5.5	6.2
Instructor	3.9	3.6	4.6	5.5	4.7	4.5	4.9	6.0
All Combined	3.5	2.9	4.7	5.5	3.9	3.3	5.0	5.9
1986–87 to 1991–92								
Professor	28.9	27.2	33.3	32.2	30.7	29.0	35.2	34.3
Associate	28.3	26.8	32.2	31.4	30.9	29.3	35.1	34.3
Assistant	29.5	27.5	34.4	32.9	32.6	30.4	38.1	36.7
Instructor	25.9	24.2	32.1	30.8	30.4	28.6	37.6	35.7
All Combined	28.7	27.1	33.3	32.1	31.1	29.4	35.8	35.0
1981–82 to 1991–92								
Professor	73.5	69.9	85.4	76.2	79.0	75.0	91.3	84.4
Associate	70.4	67.7	79.7	73.9	78.5	75.4	88.5	83.5
Assistant	74.8	71.9	85.4	76.2	83.6	80.2	95.6	85.9
Instructor	63.9	61.5	73.9	70.6	76.0	73.8	85.9	80.9
All Combined	72.6	69.4	83.7	75.2	79.7	76.2	91.3	84.4

[1]Samples include 1,838 institutions reporting comparable data for 1990–91 and 1991–92; 1,649 for 1986–87 and 1991–92, and 1,672 for 1981–82 and 1991–92.

(based on Detailed Table 3 describing continuing faculty). The distribution of salary increases in private-independent and church-related institutions has the familiar "bell-curve" normal distribution. Among public institutions it is not simply that the average salary increase was smaller: The distribution of increases is skewed, with half of continuing faculty members in public institutions receiving increases of less than 3 percent, and more than one-third receiving increases below 2 percent.

If fiscal crises are the only cause of the woes of public institutions, and they are resolved as the economy moves out of recession, the extremely sharp divergence of salary growth during this past year will reverse itself. Even so, though, this optimistic scenario does not mean private-public salary differences will narrow: As the economy recovered from the 1981–82 recession and state budgets became more generous, salaries still grew faster in private than in public institutions. Between 1981–82 and 1986–87, growth rates of salaries in public and church-related institutions were 5.9 and 5.8 percent per annum; in private-independent institutions, the average annual growth rate was 6.6 percent.

These data suggest that Americans who want quality education are increasingly sorting themselves into the private sector and showing their willingness to pay the salaries that will attract and retain faculty. The public in general has shown no such concern during the past dozen years. Education is perhaps the most important force driving economic growth and leading to higher wages. Since the bulk of higher education is in the public sector, the long-run consequences of this increasing public squalor for the level of living standards and for economic inequality are very scary.

A different perspective on the diversity in salary growth comes from a narrower sample covering only large public universities. The levels of salaries in this sample are presented by field for 1991–92 in Table III, and these levels are compared to those five and ten years ago. Several interesting observations stand out. Even within this quite homogeneous sample the average rates of salary increase have not differed across ranks over the past five years, just as in the data on salary increases in the left side of Table I. This table does, however, provide the additional information that differences in growth of salaries by discipline have been quite substantial. That is especially true if we compare 1991–92 salaries to those from 1981–82, as an examination of the figures for Business and Management or Engineering, and Education or Foreign Languages, shows. But even over the past five years growth rates have differed substantially.

An insight into longer-term movements in inequality of salaries across disciplines can be gained by examining data from this same source for academic years beginning 1977–78. Figure 4 graphs the coefficient of variation of salaries using all the disciplines that were defined consistently during this period. The coefficient of variation measures the dispersion of salaries relative to the average. (It is the ratio of the standard deviation to the mean salary.)

Dispersion of salaries by field among full professors has increased nearly steadily since 1977–78 and is now at its highest level in fifteen years. Whether the recent

Figure 2
Increases by Affiliation and Category

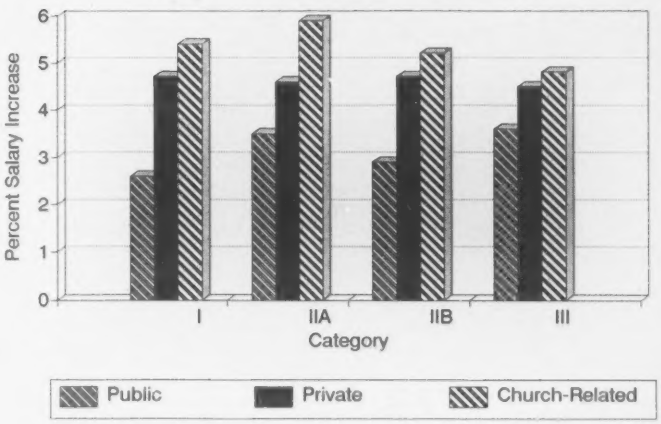


Figure 3
Distribution of Salary Increases

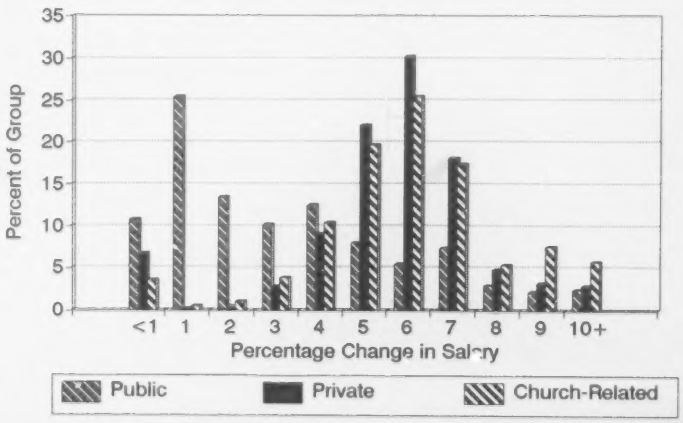


TABLE III

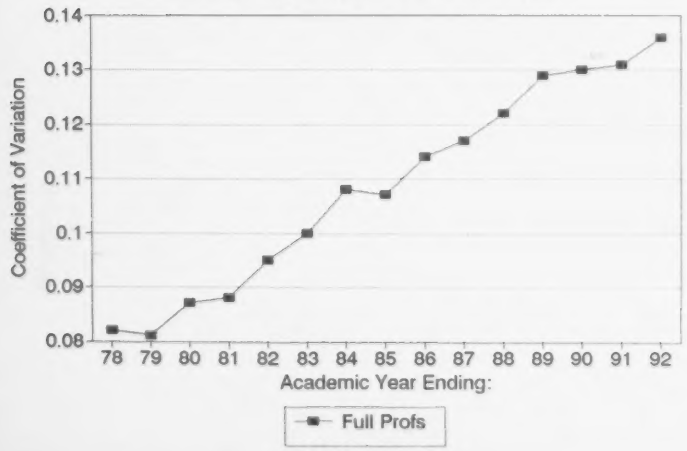
Average Salary Levels, 1991–92, and Percentage Changes from 1986–87 and 1981–82 for Upper Three Ranks in Major Fields[1]

Field	1991-92 Salary			Percentage Change Since 1986-87			Percentage Change Since 1981-82		
	Professor	Associate	Assistant	Professor	Associate	Assistant	Professor	Associate	Assistant
AgriBusiness	54,209	41,041	35,092	24.5	19.3	21.2	65.9	58.2	61.0
Architecture	56,266	42,661	34,519	28.5	25.4	22.1	70.0	58.5	58.8
Business & Mgmt.	72,809	56,884	53,490	36.1	36.3	42.2	89.2	86.8	105.6
Communications	55,807	41,578	34,418	30.3	26.6	28.4	69.9	64.0	67.4
Computer & Info.	71,906	54,434	46,778	32.4	27.8	24.7	86.2	83.3	84.3
Education	53,740	41,407	33,286	26.7	26.5	27.5	65.3	62.6	61.0
Engineering	70,177	52,896	45,753	32.7	29.1	25.8	87.7	82.3	81.3
Foreign Languages	53,568	39,138	31,887	24.6	22.9	29.3	58.8	60.8	64.5
Health Sciences	73,058	54,665	46,149	24.9	27.4	30.8	95.2	87.0	92.2
Home Economics	54,457	41,551	34,333	26.3	27.6	27.8	63.2	61.5	62.9
Interdisc. Studies	63,461	41,800	32,753	52.5	34.7	30.5	79.7	62.6	67.7
Law	83,905	60,073	56,569	28.2	30.2	34.0	81.1	69.8	82.4
Letters	54,403	39,552	31,567	26.4	28.5	28.6	61.8	63.1	65.6
Library Sciences	59,814	45,534	35,384	29.6	33.8	28.2	84.2	76.8	84.1
Mathematics	60,404	42,994	36,643	28.3	25.8	30.9	68.9	64.9	77.7
Performing Arts	50,112	37,876	30,629	25.4	26.7	25.2	61.8	59.5	61.6
Philosophy & Relig.	55,421	39,114	31,542	26.8	24.4	28.2	62.2	59.6	65.0
Physical Sciences	62,531	43,621	37,012	28.9	24.9	28.2	72.7	65.1	72.8
Psychology	59,583	41,527	34,439	28.9	27.8	31.5	70.5	66.0	73.6
Public Affairs	58,888	44,474	35,619	28.5	25.5	25.5	69.1	60.9	59.1
Social Sciences	59,277	41,825	34,567	28.4	29.2	29.5	68.7	61.8	70.5
All Major Fields	61,650	45,312	38,969	29.3	28.9	29.4	75.0	71.0	78.4

[1]Derived from the 1991-92, 1986-87, and 1981-82 Faculty Salary Surveys by Discipline of Institutions belonging to the National Association of State Universities and Land-Grant Colleges, conducted by the Office of Institutional Research, Oklahoma State University.

continuation of the pronounced upward trend merely reflects annual variations within what are fairly small samples of faculty is unclear. The dissatisfaction that was generated by the growing dispersion through the late 1980s suggests, however, that this trend needs to be watched carefully.

Figure 4
Salary Dispersion Across Fields



As important as the halt in the real growth of salaries is the growth in the other component of compensation, employee benefits. Table II shows that expenditure on benefits grew more rapidly than did expenditure on salaries, since compensation among all ranks combined grew 3.9 percent (compared to 3.5 percent in salaries). In 1991-92 benefits accounted for 19.6 percent of compensation, up from 19.3 percent in 1990-91. After rising rapidly from 1960-61 and reaching 18.1 percent in 1984-85, this ratio stagnated until 1988-89.[4] It has clearly resumed its growth since then; an increasing fraction of our compensation is again spent on benefits.

Whether we are truly receiving more benefits—improved medical care, better support during retirement through our pensions, etc.—or merely spending more for the same benefits is a different question. The top panel of Table IV, based on the comprehensive survey that produced the data in Tables I and II and in the Detailed Tables, shows that nearly all faculty are covered by retirement plans,

TABLE IV

Percentage of Faculty Receiving Specific Major Fringe Benefits and Percentage Change in Average Expenditure Per Faculty Since 1986–87, by Affiliation, 1991–92 (All Ranks Combined)

Affiliation	Retirement	Medical Insurance	Tuition	Dental Insurance	Group Life	All Combined[1]
			PERCENTAGE OF FACULTY RECEIVING BENEFITS			
All Combined	97.2	97.1	10.5	33.9	82.9	100.0
Public	99.2	98.8	8.2	35.6	77.5	100.0
Private Independent	92.0	93.7	16.7	33.4	91.9	100.0
Church-Related	93.3	92.7	14.5	25.2	100.0	100.0
			PERCENTAGE CHANGE IN AVERAGE EXPENDITURE PER FACULTY SINCE 1986–87			
All Combined	24.4	95.5	29.5	36.1	31.6	42.0
Public	22.9	95.8	56.5	30.9	34.3	41.0
Private Independent	28.7	98.9	17.7	88.2	23.9	44.4
Church-Related	39.6	94.1	27.1	41.9	26.8	47.3

[1]The All Combined figures include all major fringe benefits (i.e., Retirement, Medical, Disability, Tuition, Dental, Social Security, Unemployment, Group Life, Worker's Compensation, and Other Benefits in Kind). The sample includes 1,609 reporting comparable data both years.

medical insurance, and group life insurance. These are the benefits that we implicitly deem to be most important. In the past five years expenditures on retirement and life insurance have increased roughly in proportion to the CPI (which rose 24 percent between 1986 and 1991).

That is not true for medical insurance. The 95 percent increase in expenditure per faculty member on medical insurance far exceeds even the 45 percent increase in the medical care component of the CPI during this period. Like workers in other industries, we are allocating an increasing fraction of our compensation to spending for medical care. The growth is real, not just a reflection of rising prices. Though our *real* expenditures on medical insurance are rising very rapidly, most academics do not see their medical protection increasing. The question facing education (and other industries, and the entire nation) is what we are getting for the increased real spending on medical care.

Two other interesting observations from the data in the Detailed Tables merit mention. Detailed Table 8 shows the truly remarkable dispersion in salaries within ranks and category of institution. The data in the text tables represent averages that reflect tremendous heterogeneity even within what could be viewed as narrow categories.

Also interesting (Detailed Table 16) is the fraction of all faculty who are women: 29.1 percent in 1991–92, up from 28.3 percent in 1990–91. Some part of the change may be due to statistical variation, but the increase is fairly large and is in line with trends over the past decade. Does this reflect the success of efforts to attract women to this field as older faculty, mostly men, retire? Or does it instead result from women entering an occupation that men are less interested in because the relative prestige and rewards are falling?

Report of Committee Z

Like its thirty predecessors this year's Report on the Economic Status of the Profession is based on responses by individual institutions to a detailed questionnaire sent to them in the fall. Given the increased complexities and uncertainties of budgeting at a time of fiscal stringency, Committee Z is especially grateful for this year's responses, which total the same as or slightly more than the number received in most recent years. Without the careful responses from the over two thousand participating institutions the survey's value to the profession and to the institutions that do participate would be greatly diminished.

The committee especially thanks Maryse Eymonerie, who has conducted this survey through Maryse Eymonerie Associates. I have been aided greatly in writing this first report as chair of Committee Z by her concern for the accuracy of the raw data that she collects and by her ability to obtain the data from the diverse institutions surveyed.

The most striking development in the American labor market during the 1980s was the growing inequality of wages between college graduates and other workers.

As we noted in the report, higher education has not escaped the explosion of medical care costs. Because of continued inquiries about this issue, Committee Z is undertaking a pilot survey to examine what is actually covered in a random sample of health plans in higher education. This goes beyond measuring expenditures on health care and gets to what we actually receive for this growing part of our total compensation. Louise Russell (Rutgers University) has designed this survey, which we hope to send to a small sample of institutions in the next several months.

I became chair of Committee Z on very short notice when my predecessor, Ronald Ehrenberg (Cornell University), had to resign due to an illness in the family. I am deeply indebted to him for initiating me into the mysteries of the survey and the Annual Report, and for comments on a draft. Other members of Committee Z, Louise Russell and Susan Vroman (Georgetown University), attended the Committee meeting and provided helpful hints about important issues that deserved highlighting in this report, as did our consultant and past chair, Lee Hansen (University of Wisconsin-Madison). Hirschel Kasper (Oberlin College), another past chair, offered useful suggestions on the draft report and on some of the substantive changes it embodies, as did Barbara Bergmann and Ernst Benjamin, who attended the Committee meeting. Committee Z welcomes its newest member, Charles Brown (University of Michigan-Ann Arbor), a leading expert in the economics of compensation, and looks forward to his service.

DANIEL S. HAMERMESH (Economics)
Michigan State University
Chair, Committee Z on the Economic Status of the Profession

NOTES

1. The data for this report were collected, processed, and tabulated for the American Association of University Professors by Maryse Eymonerie Associates, Louvigné, France.

2. For 1976–90 these are the earnings of full-time, year-round male college graduates ages eighteen and over, from the Bureau of the Census, *Current Population Reports*. These data were unavailable for the first three years, but mean incomes of full-time, year-round male college graduates were prorated to complete the series.

3. Because of the paucity of private-independent and church-related institutions in Category IV, that category is excluded from the Figure.

4. Stephen A. Woodbury and I discussed the reasons for this pattern in "The Stagnant Fringe" (*Academe*, May-June 1991, pp. 13–17).

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(For definitions of categories see the Explanation of Statistical Data preceding Appendix I)

TABLE 1

Percentage Change in Salary Levels and Percentage Increases in Salary for Continuing Faculty, by Category, Affiliation, and Academic Rank, 1990–91 to 1991–92[1]

Academic Rank	All Combined	Public	Private Independent	Church-Related	All Combined	Public	Private Independent	Church-Related
		SALARY LEVELS				CONTINUING FACULTY		
CATEGORY I (Doctoral-Level)								
Professor	3.1	2.5	4.8	5.3	3.6	3.0	5.2	5.7
Associate	3.0	2.4	4.8	5.7	4.0	3.5	5.6	6.4
Assistant	3.3	2.8	4.6	4.9	4.3	3.7	5.9	6.7
Instructor	3.2	2.7	4.0	6.5	4.6	4.2	7.5	5.8
All Combined	3.1	2.6	4.7	5.4	3.9	3.3	5.5	6.1
CATEGORY IIA (Comprehensive)								
Professor	3.6	3.2	4.3	5.8	3.7	2.9	6.1	6.6
Associate	4.0	3.6	4.7	5.8	4.6	3.7	6.6	7.1
Assistant	4.4	3.9	5.0	6.4	4.8	3.9	6.9	7.1
Instructor	4.6	4.5	4.5	5.7	4.7	4.1	6.7	6.4
All Combined	3.9	3.5	4.6	5.9	4.2	3.4	6.5	6.9
CATEGORY IIB (General Baccalaureate)								
Professor	4.3	2.8	4.5	5.1	5.7	4.5	5.9	6.1
Associate	4.4	2.8	4.6	5.2	5.9	4.5	6.5	6.4
Assistant	4.8	3.1	5.1	5.5	6.4	4.6	7.3	6.7
Instructor	4.2	2.8	5.4	4.7	5.9	3.8	7.2	7.0
All Combined	4.5	2.9	4.7	5.2	5.9	4.5	6.5	6.4
CATEGORY III (Two-Year Colleges with Ranks)								
Professor	3.8	3.8	4.9	4.5	4.1	4.0	5.7	3.5
Associate	3.2	3.2	4.3	5.4	4.3	4.3	5.2	5.5
Assistant	3.4	3.4	4.3	3.9	4.8	4.8	5.3	4.6
Instructor	4.2	4.1	4.6	6.1	5.5	5.5	6.4	5.1
All Combined	3.6	3.6	4.5	4.8	4.5	4.5	5.5	4.6
CATEGORY IV (Two-Year Colleges without Ranks)								
No Rank	3.0	3.0	5.9	8.7	4.5	4.5	7.6	6.6
ALL CATEGORIES COMBINED EXCEPT IV								
Professor	3.4	2.8	4.6	5.3	3.9	3.1	5.5	6.1
Associate	3.5	2.8	4.7	5.5	4.5	3.7	6.1	6.6
Assistant	3.8	3.2	4.8	5.6	4.9	3.9	6.6	6.8
Instructor	3.9	3.6	4.6	5.5	5.1	4.5	7.1	6.7
All Combined	3.5	2.9	4.7	5.5	4.3	3.5	5.9	6.5

[1]Sample includes 1,944 and 1,778 institutions, respectively. For definition of categories, see Explanation of Statistical Data preceding Appendix I.

TABLE 2

Percentage of Distributions of Institutions and Number of Faculty by Average Increase in Salary Levels, by Category and Affiliation, 1990–91 to 1991–92[1] (Percentage Cumulated Downward)

Percentage Increases	All Combined	Public	Private Independent	Church-Related	All Combined	Public	Private Independent	Church-Related
		INSTITUTIONS				FACULTY MEMBERS		
15 percent & over	1.0	0.6	1.7	1.0	0.6	0.7	0.4	0.2
14 percent & over	1.1	0.8	1.7	1.0	0.7	0.9	0.4	0.2
13 percent & over	1.6	1.1	2.5	1.5	1.1	1.3	0.7	0.5
12 percent & over	2.2	1.9	2.8	2.2	1.5	1.8	0.7	1.3
11 percent & over	3.1	2.0	3.7	4.7	1.8	1.8	1.2	2.3
10 percent & over	4.2	2.3	4.8	7.4	2.2	2.1	1.6	4.2
9 percent & over	6.6	4.4	7.4	15.7	4.3	4.2	2.5	7.0
8 percent & over	11.4	7.0	11.9	24.2	6.9	6.1	5.0	14.2
7 percent & over	17.2	11.0	18.1	34.3	12.1	9.8	12.0	26.1
6 percent & over	25.9	17.4	29.4	48.0	20.2	16.1	25.0	37.1
5 percent & over	36.7	23.8	44.7	65.4	29.5	[illegible]	45.9	52.5
4 percent & over	50.1	32.2	62.3	79.4	42.1	[illegible]	67.1	73.3
3 percent & over	62.4	41.9	77.5	84.8	56.0	43.0	84.4	88.8
2 percent & over	70.9	52.7	85.2	88.0	66.0	55.6	88.3	92.6
1 percent & over	78.1	64.6	88.6	90.7	75.2	67.9	90.6	94.4
Below 1 percent	21.9	35.4	11.4	9.3	24.8	32.1	9.4	5.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

	I	IIA	IIB	III	IV	I	IIA	IIB	III	IV
			INSTITUTIONS					FACULTY MEMBERS		
15 percent & over	–	1.6	0.9	0.9	0.4	–	1.4	0.4	1.2	0.4
14 percent & over	–	1.8	0.9	0.9	0.4	–	1.8	0.4	1.2	0.4
13 percent & over	–	2.6	1.6	0.9	2.0	–	2.8	0.7	1.2	1.4
12 percent & over	–	3.4	2.5	1.3	3.5	–	3.6	2.1	1.2	3.5
11 percent & over	–	3.7	4.1	1.7	3.9	–	3.8	3.0	1.6	3.6
10 percent & over	1.1	4.8	5.4	2.6	4.7	0.4	4.2	4.1	1.8	4.1
9 percent & over	3.4	7.7	7.9	3.9	5.9	2.3	6.7	6.0	2.9	5.5
8 percent & over	5.1	10.6	14.6	9.0	8.6	4.0	9.1	11.5	5.9	7.8
7 percent & over	9.6	15.8	21.8	13.3	12.9	8.6	14.2	17.9	12.9	12.6
6 percent & over	17.0	24.6	32.0	19.4	19.1	15.1	22.2	29.6	23.0	17.8
5 percent & over	26.6	35.6	44.3	26.7	25.7	23.1	31.7	41.8	32.6	25.9
4 percent & over	42.4	48.6	58.7	36.1	35.9	36.5	41.6	57.3	44.2	36.4
3 percent & over	58.2	56.8	74.0	45.2	42.5	53.6	49.1	74.5	57.4	41.9
2 percent & over	66.1	68.6	79.9	55.0	50.3	61.4	66.0	79.8	62.6	49.3
1 percent & over	74.6	77.4	85.6	62.8	58.9	71.1	76.6	85.8	69.6	55.0
Below 1 percent	25.4	22.6	14.4	37.2	41.1	28.9	23.4	14.2	30.4	45.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

[1]Sample includes 1,944 institutions reporting comparable data both years. For definition of categories, see Explanation of Statistical Data preceding Appendix I.

TABLE 3

Percentage Distributions of Institutions and Number of Faculty by Average Increase in Salary for Continuing Faculty, by Category and Affiliation, 1990–91 to 1991–92[1] (Percentage Cumulated Downward)

Percentage Increases	All Combined	Public	Private Independent	Church-Related	All Combined	Public	Private Independent	Church-Related
	INSTITUTIONS				FACULTY MEMBERS			
15 percent & over	0.6	0.4	1.0	0.6	0.3	0.4	0.2	0.3
14 percent & over	0.8	0.4	1.4	0.9	0.4	0.4	0.3	0.5
13 percent & over	1.2	0.4	1.7	2.1	0.5	0.4	0.4	1.2
12 percent & over	1.6	0.4	2.8	2.6	0.6	0.4	0.8	1.6
11 percent & over	2.9	1.0	4.5	5.0	1.2	0.8	1.4	2.8
10 percent & over	4.8	2.0	6.5	8.2	2.9	2.4	2.9	5.7
9 percent & over	8.9	4.2	11.7	15.0	5.9	4.5	6.0	13.2
8 percent & over	14.6	9.4	18.6	21.5	9.5	7.4	10.7	18.5
7 percent & over	26.0	16.0	34.4	37.9	20.1	14.7	28.7	35.8
6 percent & over	39.9	24.4	56.8	55.3	32.8	20.1	58.9	61.2
5 percent & over	52.8	32.2	75.7	72.9	44.7	28.0	80.0	80.9
4 percent & over	64.6	44.0	88.8	85.6	56.3	40.4	90.0	91.3
3 percent & over	71.5	53.4	93.6	91.7	64.2	50.5	92.8	95.1
2 percent & over	76.4	63.0	94.9	93.8	73.5	63.9	93.2	96.1
1 percent & over	82.5	76.4	95.3	95.0	81.7	89.3	93.3	96.5
Below 1 percent	17.5	23.6	4.7	5.0	18.3	10.7	6.7	3.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

	I	IIA	IIB	III	IV	I	IIA	IIB	III	IV
	INSTITUTIONS					FACULTY MEMBERS				
15 percent & over	–	0.3	1.2	–	1.4	–	0.1	1.8	–	0.2
14 percent & over	–	0.3	1.5	–	1.4	–	0.1	2.0	–	0.2
13 percent & over	–	0.6	2.3	–	1.4	–	0.2	3.4	–	0.2
12 percent & over	–	0.9	3.1	–	2.2	–	0.4	2.9	–	0.5
11 percent & over	0.7	2.2	5.2	–	3.6	0.4	0.7	4.6	–	1.4
10 percent & over	1.3	4.4	7.7	0.7	5.1	1.4	2.5	7.3	5.6	1.7
9 percent & over	2.7	8.8	12.7	5.5	6.5	3.2	6.1	11.8	10.7	2.1
8 percent & over	5.4	13.5	20.0	13.1	12.3	4.6	10.7	19.3	14.7	7.2
7 percent & over	16.1	25.4	34.0	18.6	21.0	14.4	21.1	33.8	22.3	15.2
6 percent & over	26.8	38.0	51.1	33.1	31.9	25.4	32.5	52.0	41.4	30.4
5 percent & over	40.9	51.2	68.5	42.1	47.1	39.0	39.7	69.2	49.7	52.0
4 percent & over	57.0	62.8	79.7	56.6	55.8	52.3	49.4	79.7	62.0	61.2
3 percent & over	63.0	72.8	85.6	63.5	68.2	57.9	63.2	84.8	66.7	71.8
2 percent & over	69.0	81.0	88.3	70.4	74.7	67.8	75.5	88.1	72.2	80.1
1 percent & over	77.1	90.1	91.0	82.1	83.4	75.2	83.7	90.8	81.1	87.3
Below 1 percent	22.9	9.9	9.0	17.9	16.6	24.8	16.3	9.2	18.9	12.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

[1]Sample includes 1,778 institutions reporting data on salary increases for continuing faculty. For definition of categories, see Explanation of Statistical Data preceding Appendix I.

TABLE 4

Average Salary and Average Compensation Levels, by Category, Affiliation, and Academic Rank, 1991–92[1]

Academic Rank	All Combined	Public	Private Independent	Church-Related	All Combined	Public	Private Independent	Church-Related
		SALARY				COMPENSATION		
CATEGORY I (Doctoral-Level)								
Professor	65,190	61,950	76,890	68,140	79,640	75,400	94,920	83,830
Associate	46,290	45,090	51,700	48,720	57,660	56,010	65,140	60,960
Assistant	39,120	38,030	43,630	40,630	48,640	47,300	54,320	50,000
Instructor	27,670	26,610	33,220	34,710	35,290	34,060	42,160	42,150
Lecturer	32,510	32,250	34,090	29,280	40,330	39,870	42,790	36,420
No Rank	33,150	32,220	37,480	–	41,450	40,060	47,930	–
All Combined	51,080	48,930	60,260	51,820	63,000	60,210	74,870	64,090
CATEGORY IIA (Comprehensive)								
Professor	53,880	53,750	54,980	53,350	66,950	66,700	68,850	66,340
Associate	43,010	43,020	43,330	42,620	54,090	54,100	54,530	53,410
Assistant	35,720	35,730	35,700	35,690	44,990	45,200	44,320	44,570
Instructor	27,310	27,210	27,250	27,890	34,490	34,480	34,120	34,940
Lecturer	27,410	26,990	28,890	35,460	34,780	3,4330	36,090	44,310
No Rank	33,190	34,320	31,010	33,680	40,910	41,860	39,460	39,680
All Combined	43,440	43,490	43,670	42,790	54,380	54,460	54,650	53,390
CATEGORY IIB (General Baccalaureate)								
Professor	46,860	47,480	52,230	41,980	58,720	58,890	66,090	52,450
Associate	37,680	39,150	40,220	34,910	47,410	49,090	50,720	43,590
Assistant	31,500	32,580	33,370	29,580	39,210	41,040	41,630	36,480
Instructor	25,830	26,390	27,510	24,680	31,910	33,310	33,750	30,050
Lecturer	28,250	27,300	34,620	22,390	35,260	34,090	43,470	27,500
No Rank	34,160	36,890	36,200	27,300	43,040	46,100	45,760	34,310
All Combined	37,260	37,890	40,920	34,090	46,590	47,380	51,490	42,360
CATEGORY III (Two-Year Colleges with Ranks)								
Professor	47,300	47,700	37,180	32,140	59,680	60,240	45,420	39,040
Associate	38,860	39,300	29,880	27,740	49,320	49,950	36,790	33,290
Assistant	33,150	33,550	26,520	24,010	42,560	43,150	32,850	29,230
Instructor	27,610	27,950	21,100	22,360	35,540	36,050	25,980	26,670
Lecturer	23,710	23,820	*	*	31,070	31,210	*	*
No Rank	26,360	25,900	28,000	–	32,720	32,250	34,430	–
All Combined	37,760	38,210	28,400	26,610	47,930	48,570	34,960	32,160
CATEGORY IV (Two-Year Colleges without Ranks)								
No Rank	38,060	38,220	29,210	26,150	46,760	46,950	37,160	31,410
ALL CATEGORIES COMBINED EXCEPT IV								
Professor	58,220	57,370	66,060	49,480	71,790	70,480	82,140	61,500
Associate	43,260	43,420	45,570	39,300	54,170	54,300	57,390	49,130
Assistant	36,060	36,330	37,820	32,620	45,140	45,660	47,070	40,360
Instructor	27,170	27,180	28,470	25,940	34,400	34,710	35,400	31,780
Lecturer	30,470	29,990	33,260	28,180	38,090	37,460	41,730	34,990
No Rank	33,560	33,550	35,300	28,220	41,960	41,500	44,730	35,080
All Combined	45,360	45,260	50,030	39,020	56,410	56,230	62,440	48,490

[1]Sample includes 2,072 institutions.
* Sample too small to be meaningful. Dash (–) for no one in rank. For definition of categories, see Explanation of Statistical Data preceding Appendix I.

TABLE 5

Average Salary for Men and Women Faculty, by Category, Affiliation, and Academic Rank, 1991–92[1]

Academic Rank	All Combined	Public	Private Independent	Church-Related	All Combined	Public	Private Independent	Church-Related
			MEN				WOMEN	
CATEGORY I (Doctoral-Level)								
Professor	65,860	62,580	77,750	68,890	59,210	56,340	69,250	62,420
Associate	46,970	45,720	52,740	49,510	44,150	43,070	48,680	46,390
Assistant	40,460	39,310	44,880	42,030	36,860	35,920	41,080	38,750
Instructor	29,270	27,910	34,200	37,520	26,600	25,810	32,190	31,870
Lecturer	35,080	34,640	37,350	30,810	30,170	30,110	30,880	28,100
CATEGORY IIA (Comprehensive)								
Professor	54,290	54,070	55,760	54,080	51,740	52,110	51,170	49,540
Associate	43,630	43,570	44,070	43,380	41,420	41,540	41,490	40,590
Assistant	36,630	36,640	36,540	36,720	34,490	34,480	34,630	34,320
Instructor	28,330	28,320	27,930	28,920	26,560	26,410	27,210	27,100
Lecturer	29,050	28,550	30,350	37,360	26,150	25,840	27,450	33,270
CATEGORY IIB (General Baccalaureate)								
Professor	47,360	47,700	52,810	42,530	44,510	46,440	49,410	39,490
Associate	38,310	39,630	40,890	35,600	36,330	38,080	38,810	33,470
Assistant	32,010	33,070	33,930	30,030	30,870	31,880	32,730	29,030
Instructor	26,650	27,510	28,130	25,240	25,200	25,380	27,040	24,270
Lecturer	29,100	28,420	35,280	23,030	27,660	26,490	34,210	21,930
CATEGORY III (Two-Year Colleges with Ranks)								
Professor	48,180	48,560	38,910	31,960	45,220	45,670	33,470	32,490
Associate	39,890	40,310	31,870	27,380	37,410	37,880	27,520	28,310
Assistant	33,980	34,300	27,990	24,630	32,260	32,740	25,370	23,530
Instructor	28,430	28,740	22,760	21,260	26,980	27,340	20,120	23,430
Lecturer	24,710	24,880	*	*	23,220	23,300	*	*
CATEGORY IV (Two-Year Colleges without Ranks)								
No Rank	40,820	40,950	30,790	27,970	31,990	32,140	27,920	24,120
ALL CATEGORIES COMBINED EXCEPT IV								
Professor	59,180	58,200	67,340	50,390	52,380	52,250	57,760	44,840
Associate	44,130	44,200	46,680	40,240	41,040	41,360	42,830	37,090
Assistant	37,240	37,470	39,270	33,470	34,380	34,690	35,700	31,560
Instructor	28,220	28,260	29,500	26,850	26,390	26,410	27,640	25,270
Lecturer	32,800	32,220	35,950	29,840	28,530	28,170	30,740	26,860

[1]Sample includes 2,025 institutions providing data by gender.
*Sample too small to be meaningful. For definition of categories, see Explanation of Statistical Data preceding Appendix I.

TABLE 6

Average Salary, by Region, Category, and Academic Rank, 1991–92[1]

Academic Rank	NORTHEAST		NORTH CENTRAL		SOUTH			WEST	
	New England	Middle Atlantic	East N. Central	West N. Central	East S. Central	West S. Central	South Atlantic	Mountain	Pacific
CATEGORY I (Doctoral-Level)									
Professor	72,290	73,380	64,080	59,170	56,930	61,410	63,790	55,380	70,710
Associate	49,110	51,740	46,470	43,550	42,370	43,930	45,590	42,300	48,480
Assistant	41,910	42,260	39,080	37,330	36,280	37,560	38,310	36,740	41,450
Instructor	34,830	29,150	26,570	26,240	24,650	27,480	28,780	26,960	29,380
Lecturer	38,180	33,120	30,300	25,370	28,270	28,500	28,620	29,330	38,870
All Ranks	57,230	57,250	50,580	47,580	44,950	47,320	49,420	45,090	56,370
CATEGORY IIA (Comprehensive)									
Professor	58,340	57,650	50,880	48,150	46,480	47,680	51,320	54,560	58,950
Associate	45,910	46,300	41,730	39,340	38,620	39,540	41,520	45,610	46,060
Assistant	38,340	37,780	35,200	33,290	32,370	33,520	35,040	38,570	38,430
Instructor	30,780	29,900	27,530	26,040	25,440	25,920	27,200	31,270	28,920
Lecturer	33,580	31,230	27,290	22,260	23,330	22,840	28,640	28,680	30,610
All Ranks	47,670	46,580	41,550	38,390	37,620	37,810	40,900	44,080	51,270
CATEGORY IIB (General Baccalaureate)									
Professor	55,840	52,770	44,890	43,600	38,990	41,550	44,450	43,810	51,000
Associate	41,770	41,640	36,630	35,620	32,180	35,580	36,410	35,640	39,010
Assistant	34,530	34,000	30,710	30,150	28,090	30,800	30,550	30,270	32,970
Instructor	30,000	27,800	26,150	25,730	22,450	26,850	26,070	24,880	28,010
Lecturer	37,270	31,920	24,790	22,350	21,960	24,190	28,130	27,230	31,810
All Ranks	43,170	41,090	36,420	34,810	31,270	34,240	35,870	36,000	40,450
CATEGORY III (Two-Year Colleges with Ranks)									
Professor	48,980	51,130	45,290	43,980	40,380	41,580	44,380	35,150	48,240
Associate	40,430	42,500	40,610	37,620	33,370	36,200	36,750	31,640	42,140
Assistant	35,430	35,690	33,930	31,010	28,350	33,530	31,190	28,520	34,990
Instructor	32,020	28,820	29,490	27,050	24,710	28,460	25,870	25,390	32,470
Lecturer	30,800	22,700	24,400	–	*	20,840	21,990	20,870	–
All Ranks	42,500	41,320	37,940	36,980	30,490	34,030	35,520	28,870	41,290
CATEGORY IV (Two-Year Colleges without Ranks)									
No Rank	32,540	–	40,230	31,230	28,090	33,510	27,880	37,900	45,640
ALL CATEGORIES COMBINED EXCEPT IV									
Professor	64,090	62,650	57,300	52,440	50,110	54,420	56,120	53,980	63,440
Associate	46,140	46,570	43,250	40,140	38,590	41,100	42,000	42,200	46,580
Assistant	38,490	37,840	36,180	33,740	32,660	34,950	34,920	36,330	39,330
Instructor	31,710	28,870	27,280	26,010	24,570	26,650	27,050	28,230	30,000
Lecturer	37,500	31,560	28,440	23,160	25,630	26,460	28,420	29,050	38,000
All Ranks	50,630	48,390	45,080	41,130	38,780	41,690	43,250	43,520	52,650

[1]Sample includes 2,067 institutions. For definition of categories, see Explanation of Statistical Data preceding Appendix I. *Sample too small to be meaningful. Dash (–) no one in category.

New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; *Middle Atlantic:* New Jersey, New York, and Pennsylvania; *East North Central:* Illinois, Indiana, Michigan, Ohio, and Wisconsin; *West North Central:* Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota; *East South Central:* Alabama, Kentucky, Mississippi, and Tennessee; *West South Central:* Arkansas, Louisiana, Oklahoma, and Texas; *South Atlantic:* Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, and West Virginia; *Mountain:* Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming; *Pacific:* Alaska, California, Hawaii, Oregon, and Washington.

TABLE 7

Average Compensation, by Region, Category, and Academic Rank, 1991–92[1]

Academic Rank	NORTHEAST		NORTH CENTRAL		SOUTH			WEST	
	New England	Middle Atlantic	East N. Central	West N. Central	East S. Central	West S. Central	South Atlantic	Mountain	Pacific
CATEGORY I (Doctoral-Level)									
Professor	89,680	91,040	78,320	72,070	69,100	75,220	78,530	67,150	83,550
Associate	62,050	65,930	57,660	53,880	51,940	54,830	57,060	52,050	58,750
Assistant	52,820	53,580	48,600	46,100	44,300	46,940	47,910	45,500	49,900
Instructor	44,140	38,580	33,740	32,740	30,440	34,290	36,660	35,810	37,670
Lecturer	48,000	42,590	38,170	31,170	35,270	36,250	35,700	37,060	45,150
All Ranks	71,530	71,910	62,350	58,390	54,820	58,580	61,370	55,260	67,170
CATEGORY IIA (Comprehensive)									
Professor	73,350	72,740	63,380	58,470	57,270	58,390	64,000	66,210	73,260
Associate	58,340	59,170	52,720	48,140	47,870	48,760	52,010	55,980	58,410
Assistant	46,690	48,410	44,600	41,010	39,980	41,510	44,110	47,920	49,080
Instructor	39,350	38,900	34,970	32,430	31,590	32,340	34,620	39,880	37,220
Lecturer	41,820	40,090	35,000	27,400	28,730	29,670	35,780	34,700	38,790
All Ranks	60,290	59,280	52,260	46,990	46,480	46,640	51,230	54,200	64,260
CATEGORY IIB (General Baccalaureate)									
Professor	70,930	67,000	56,910	54,110	48,360	51,400	54,840	53,190	63,850
Associate	53,210	52,960	46,120	44,020	39,690	44,060	45,040	43,890	49,130
Assistant	43,510	42,910	38,150	37,040	34,100	38,110	37,740	37,290	41,620
Instructor	36,800	34,980	32,050	31,490	27,250	32,090	32,140	31,670	34,920
Lecturer	46,950	41,000	30,750	27,600	28,650	30,680	34,620	33,890	37,610
All Ranks	54,690	52,090	45,750	43,000	38,390	42,430	44,320	44,200	50,780
CATEGORY III (Two-Year Colleges with Ranks)									
Professor	61,950	64,440	56,760	53,410	48,410	50,210	57,320	47,770	59,470
Associate	52,010	54,240	51,710	46,660	40,010	43,550	47,630	41,330	52,890
Assistant	46,530	46,350	43,740	39,160	34,080	40,650	40,420	38,040	45,690
Instructor	42,260	37,710	38,910	34,280	30,090	35,000	33,800	33,430	41,790
Lecturer	41,240	29,530	31,950	–	25,790	27,120	29,090	29,400	–
All Ranks	54,500	52,820	48,460	45,750	36,710	41,260	46,040	37,970	51,490
CATEGORY IV (Two-Year Colleges without Ranks)									
No Rank	43,270	–	51,950	38,820	34,110	40,270	34,690	45,400	55,740
ALL CATEGORIES COMBINED EXCEPT IV									
Professor	80,100	78,440	70,690	64,030	61,240	66,690	69,540	65,510	77,040
Associate	58,550	59,380	54,120	49,490	47,390	50,970	52,660	51,960	57,820
Assistant	48,770	48,260	45,320	41,600	39,960	43,410	43,810	45,090	48,770
Instructor	40,450	37,530	34,690	32,260	30,210	33,100	34,440	36,670	38,080
Lecturer	47,200	40,580	36,110	28,500	31,820	33,830	35,410	36,360	44,490
All Ranks	63,740	61,250	56,100	50,510	47,500	51,500	53,990	53,470	64,440

[1]See footnote to Table 6.

TABLE 8

Percentage Distribution of Individual Salaries, by Category and Academic Rank, 1991–92[1]
(Percentages Rounded to Nearest Unit and Cumulated Downward)

Salary Interval (in ths.)	Categories: I				IIA				IIB				III				IV
	Pr	Ao	Ai	In	Pr	Ao	Ai	In	Pr	Ao	Ai	In	Pr	Ao	Ai	In	Nr
130.0 & Over	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
120.0 to 129.9	2	–	–	–	*	–	–	–	–	–	–	–	–	–	–	–	–
110.0 to 119.9	3	–	–	–	*	–	–	–	–	–	–	–	–	–	–	–	–
100.0 to 109.9	7	*	–	–	1	–	–	–	*	–	–	–	*	–	–	–	–
90.0 to 99.9	13	1	*	–	3	*	*	–	1	–	–	*	1	*	–	–	–
80.0 to 89.9	20	2	*	–	5	1	*	–	2	*	–	*	1	*	–	–	–
70.0 to 79.9	32	4	1	*	8	1	*	–	5	*	–	*	5	*	–	–	–
60.0 to 69.9	52	10	4	1	37	4	1	*	16	1	*	*	10	2	*	*	1
55.0 to 59.9	64	17	8	1	49	9	3	*	25	2	*	*	15	5	1	*	3
54.0 to 54.9	67	19	9	1	51	11	3	*	27	2	*	*	17	6	1	*	3
53.0 to 53.9	70	21	10	1	53	12	4	*	29	4	1	*	25	7	1	*	3
52.0 to 52.9	73	23	11	1	56	14	4	*	32	5	1	*	27	8	3	*	4
51.0 to 51.9	76	26	12	2	57	16	5	1	35	6	1	*	30	8	3	*	5
50.0 to 50.9	78	30	14	2	62	18	6	1	37	7	1	*	37	11	3	1	6
49.0 to 49.9	81	33	15	2	65	22	7	1	41	9	1	*	40	13	4	1	8
48.0 to 48.9	83	36	17	2	68	28	8	1	44	10	1	*	44	15	5	1	10
47.0 to 47.9	86	40	19	2	71	30	9	1	47	13	2	1	47	17	5	1	12
46.0 to 46.9	88	43	21	2	75	34	10	1	51	15	2	1	53	21	6	1	14
45.0 to 45.9	90	47	23	2	78	39	11	2	54	18	3	1	57	24	8	1	16
44.0 to 44.9	92	52	26	2	81	42	13	5	58	21	3	1	61	28	10	1	18
43.0 to 43.9	93	56	28	4	85	47	16	5	62	24	5	1	68	31	11	16	20
42.0 to 42.9	95	61	31	4	88	51	18	5	66	28	6	2	74	36	13	17	23
41.0 to 41.9	96	66	33	5	90	56	21	5	70	32	7	2	78	39	14	17	28
40.0 to 40.9	97	71	37	5	93	61	24	6	74	37	9	3	82	44	17	19	30
39.0 to 39.9	98	75	40	6	95	66	28	6	77	42	12	3	85	48	19	20	34
38.0 to 38.9	98	83	45	7	96	70	34	7	81	48	14	4	88	54	22	21	37
37.0 to 37.9	99	87	50	8	98	75	37	8	85	53	18	4	89	59	26	22	43
36.0 to 36.9	99	90	55	10	99	80	43	9	87	58	22	6	93	67	30	23	46
35.0 to 35.9	99	93	61	12	99	84	48	10	90	65	27	7	95	72	36	24	51
34.0 to 34.9	100	96	67	14	100	88	54	13	92	70	32	8	96	78	41	26	55
33.0 to 33.9	*	98	74	16	*	92	61	18	94	75	38	10	97	84	47	29	59
32.0 to 32.9	*	100	80	20	*	94	67	21	96	80	45	13	98	88	56	33	64
31.0 to 31.9	*	*	85	24	*	97	74	26	97	85	52	17	99	92	64	37	68
30.0 to 30.9	*	*	91	30	*	98	80	32	98	89	60	22	99	94	70	41	73
29.0 to 29.9	*	*	94	33	*	99	85	38	98	92	67	28	99	96	77	47	77
28.0 to 28.9	*	*	97	39	*	100	90	46	99	94	75	35	100	98	83	54	82
27.0 to 27.9	*	*	98	44	*	*	94	53	99	96	82	43	*	99	89	62	86
26.0 to 26.9	*	*	100	49	*	*	97	60	100	98	87	51	*	99	93	68	89
25.0 to 25.9	*	*	*	54	*	*	99	68	*	99	91	59	*	100	96	76	92
24.0 to 24.9	*	*	*	61	*	*	100	76	*	99	95	68	*	*	98	82	94
23.0 to 23.9	*	*	*	67	*	*	*	82	*	100	97	76	*	*	99	89	95
22.0 to 22.9	*	*	*	74	*	*	*	87	*	*	98	83	*	*	99	92	97
21.0 to 21.9	*	*	*	80	*	*	*	91	*	*	99	89	*	*	100	95	98
20.0 to 20.9	*	*	*	86	*	*	*	96	*	*	100	93	*	*	*	97	99
19.0 to 19.9	–	–	*	88	*	*	*	97	*	*	*	95	–	–	*	98	99
18.0 to 18.9	–	–	*	96	*	*	*	99	*	*	*	97	–	–	*	99	100
17.0 to 17.9	–	–	–	97	–	*	*	99	*	*	*	99	–	–	*	99	*
16.0 to 16.9	–	–	–	99	–	–	*	100	–	*	*	99	–	–	–	100	*
15.0 to 15.9	–	–	–	100	–	–	*	*	–	–	*	100	–	–	–	*	*
Below 15.0	–	–	–	–	–	–	*	*	–	–	*	*	–	–	–	*	*

* Percentage less than one half of one percent. Pr = Prof., Ao = Assoc., Ai = Asst., In = Instr., Nr = No Rank.

TABLE 9

Percentile Distributions of Institutions by Average Salary and Average Compensation, by Category and Academic Rank, 1991–92[1]

Rating[1]	1*		1		2		3		4	
Percentile	95	90	80	70	60	50	40	30	20	10
					SALARY					
CATEGORY I (Doctoral-Level)										
Professor	80,400	76,300	71,200	68,400	65,300	63,000	60,550	57,200	55,000	50,800
Associate	54,400	52,800	50,900	49,100	47,900	45,800	44,700	43,100	41,600	39,800
Assistant	47,200	44,400	42,000	40,800	39,900	39,000	37,900	36,900	35,800	34,300
Instructor	41,200	38,500	33,500	31,800	30,300	28,900	27,600	26,700	24,900	23,700
CATEGORY IIA (Comprehensive)										
Professor	64,600	61,400	58,400	54,600	51,400	49,300	47,300	45,400	43,500	40,100
Associate	50,800	48,900	46,200	43,600	42,100	40,800	39,500	37,900	36,500	34,100
Assistant	42,500	40,100	38,100	37,000	35,600	34,200	33,200	32,700	31,000	29,200
Instructor	34,200	33,000	31,300	30,000	28,600	27,500	26,600	25,500	24,400	23,000
CATEGORY IIB (General Baccalaureate)										
Professor	60,600	54,000	49,400	46,400	44,100	42,300	39,500	37,400	35,100	31,100
Associate	46,000	43,300	40,100	38,400	36,800	35,400	33,600	32,100	30,300	28,000
Assistant	37,500	35,500	33,500	32,400	31,300	30,100	28,900	27,500	26,400	24,900
Instructor	32,800	30,800	29,000	27,700	26,300	25,500	24,600	23,400	22,500	21,000
CATEGORY III (Two-Year Colleges with Ranks)										
Professor	56,800	54,200	51,000	47,800	44,800	42,400	41,200	39,200	37,100	32,500
Associate	47,800	45,500	42,800	40,100	38,100	36,300	35,100	34,100	32,300	28,200
Assistant	40,300	38,000	35,400	33,900	32,600	31,300	30,200	29,100	27,600	24,700
Instructor	33,900	32,500	30,200	28,700	27,800	27,000	25,900	24,900	23,800	21,800
CATEGORY IV (Two-Year Colleges without Ranks)										
No Rank	49,200	46,300	40,500	34,800	32,300	31,000	29,000	27,900	26,300	24,500
					COMPENSATION					
CATEGORY I										
Professor	99,800	93,200	87,200	84,300	80,200	77,700	73,600	70,100	67,200	61,100
Associate	69,200	66,700	63,400	61,300	59,100	57,100	54,900	53,500	51,300	48,900
Assistant	58,000	55,400	52,200	50,700	49,500	48,600	47,300	45,990	44,500	42,400
Instructor	51,300	48,800	43,100	40,900	38,600	37,100	34,700	33,500	31,800	29,100
CATEGORY IIA										
Professor	81,300	76,500	73,100	68,400	64,700	61,300	58,600	56,500	54,300	49,200
Associate	64,300	62,400	59,000	55,400	53,100	50,800	49,300	47,600	45,500	42,000
Assistant	54,100	52,100	49,100	46,500	45,200	43,000	41,500	40,200	38,800	36,000
Instructor	44,900	43,400	40,100	38,800	36,600	35,100	33,100	31,800	30,300	28,300
CATEGORY IIB										
Professor	77,700	69,400	62,000	58,300	54,500	52,000	49,000	45,500	42,300	37,500
Associate	58,700	55,200	50,900	48,100	46,000	43,700	41,700	39,200	36,900	33,400
Assistant	47,400	44,600	41,900	40,300	38,700	37,500	35,700	33,600	32,000	30,100
Instructor	41,100	38,800	35,900	34,100	32,700	31,400	30,100	28,700	27,100	25,300
CATEGORY III										
Professor	70,700	68,000	65,200	59,800	56,600	54,100	51,200	49,200	46,200	39,500
Associate	60,200	58,600	54,600	51,500	49,000	46,700	45,500	42,200	39,800	34,500
Assistant	52,300	49,100	45,900	44,000	42,100	40,400	38,900	37,100	34,900	30,700
Instructor	44,900	42,600	39,300	37,600	36,200	35,000	33,700	31,700	30,300	26,300
CATEGORY IV										
No Rank	59,700	56,900	50,200	44,400	40,300	37,900	35,600	34,200	32,600	29,900

[1]Interpretation of the Ratings: 1* = 95th percentile; 1 = 80th; 2 = 60th; 3 = 40th; 4 = 20th. Average lower than the 10th percentile will be rated 5.

TABLE 10

Average Institutional Cost of Major Fringe Benefits Per Faculty and Average Cost For Faculty Receiving Specific Benefit, in Dollars and as a Percentage of Average Salary, by Affiliation, Category, and Itemized Benefits, 1991–92 (All Ranks Combined)

Itemized Benefits	All Combined	Public	Private Independent	Church-Related	All Combined	Public	Private Independent	Church-Related
	IN DOLLARS				AS A PERCENTAGE			
AVERAGE PER FACULTY								
Retirement	4,297	4,546	4,286	2,882	9.5	10.1	8.6	7.4
Medical Insurance	2,731	2,865	2,651	2,085	6.0	6.3	5.3	5.3
Disability	110	97	146	136	0.2	0.2	0.3	0.4
Tuition	347	97	979	849	0.8	0.2	2.0	2.2
Dental Insurance	113	127	96	61	0.3	0.3	0.2	0.2
Social Security	2,847	2,730	3,344	2,785	6.3	6.0	6.7	7.1
Unemployment Comp.	90	71	138	129	0.2	0.2	0.3	0.3
Group Life	150	137	202	152	0.3	0.3	0.4	0.4
Worker's Comp.	246	236	282	247	0.5	0.5	0.6	0.6
Benefits in Kind	127	80	294	151	0.3	0.2	0.6	0.4
All Combined	11,059	10,985	12,416	9,477	24.4	24.3	24.8	24.3
AVERAGE FOR FACULTY RECEIVING SPECIFIC BENEFIT								
Retirement	4,423	4,585	4,660	3,088	9.7	10.1	9.3	8.0
Medical Insurance	2,813	2,901	2,830	2,249	6.2	6.4	5.7	5.8
Disability	168	169	173	157	0.4	0.4	0.3	0.4
Tuition	3,301	1,179	5,864	5,842	7.3	2.6	11.7	15.2
Dental Insurance	334	357	286	241	0.7	0.8	0.6	0.6
Social Security	3,107	3,069	3,390	2,878	6.8	6.8	6.8	7.5
Unemployment Comp.	126	98	192	189	0.3	0.2	0.4	0.5
Group Life	181	176	219	151	0.4	0.4	0.4	0.4
Worker's Comp.	287	283	314	269	0.6	0.6	0.6	0.7
Benefits in Kind	848	529	1,612	1,596	1.9	1.2	3.2	4.1
All Combined	15,588	13,346	19,540	16,660	34.2	29.4	39.1	43.3
	I	IIA	IIB	III	IV	I	IIA	IIB	III	IV
AVERAGE PER FACULTY										
Retirement	4,878	4,198	3,031	4,056	3,459	9.6	9.7	8.1	10.8	9.1
Medical Insurance	2,874	2,716	2,216	3,055	2,867	5.6	6.3	6.0	8.1	7.5
Disability	111	111	116	90	145	0.2	0.3	0.3	0.2	0.4
Tuition	360	258	596	103	19	0.7	0.6	1.6	0.3	0.5
Dental Insurance	105	157	55	113	258	0.2	0.4	0.2	0.3	0.7
Social Security	2,980	2,871	2,672	2,378	1,288	5.8	6.6	7.2	6.3	3.4
Unemployment Comp.	92	79	101	102	93	0.2	0.2	0.3	0.3	0.2
Group Life	147	150	164	139	237	0.3	0.4	0.4	0.4	0.6
Worker's Comp.	261	231	224	258	254	0.5	0.5	0.6	0.7	0.7
Benefits in Kind	106	162	153	64	82	0.2	0.4	0.4	0.2	0.2
All Combined	11,914	10,934	9,327	10,357	8,702	23.3	25.2	25.0	27.6	22.9
AVERAGE FOR FACULTY RECEIVING SPECIFIC BENEFIT										
Retirement	5,198	4,273	3,250	4,340	3,519	10.2	9.8	8.1	11.5	9.3
Medical Insurance	2,955	2,842	2,229	3,140	2,924	5.8	6.5	6.0	8.4	7.7
Disability	177	163	155	176	218	0.4	0.4	0.4	0.5	0.6
Tuition	3,671	2,516	5,121	794	306	7.2	5.8	13.4	2.1	0.8
Dental Insurance	272	448	258	384	544	0.5	1.0	0.7	1.0	1.4
Social Security	3,323	3,097	2,775	2,674	2,414	6.5	7.1	7.4	7.1	6.3
Unemployment Comp.	118	111	158	181	135	0.2	0.3	0.4	0.5	0.4
Group Life	174	186	191	179	291	0.3	0.4	0.5	0.4	0.8
Worker's Comp.	300	272	257	331	329	0.6	0.6	0.7	0.9	0.9
Benefits in Kind	690	846	1,454	911	1,056	1.4	1.9	3.9	2.4	2.8
All Combined	16,878	14,754	15,848	13,100	11,736	33.1	33.9	42.5	34.8	30.8

Notes: For the purpose of this survey, the Social Security tax has been calculated at 7.65 percent of the first $53,400 of salary (i.e., 6.2 percent for OASDI and 1.45 percent for Medicare); retirement contribution by the institution (or state) is included regardless of the plan's vesting provision; tuition includes both waivers and remissions; dental insurance might be somewhat underestimated because a number of institutions report cost of the insurance under "medical." Similarly, the medical insurance payments might be somewhat overestimated because dental is sometimes included in the amount reported. For the majority, benefits in kind include moving expenses, housing, and other benefits with cash options. In the case of the public four-year institutions in Texas, it also includes the portion of the employee's contribution to Social Security which is paid by the state (5.85 percent of the first $16,500 of salary). For more details on the reporting of major fringe benefits, see Explanation of Statistical Data preceding Appendix I. Averages for All Combined may not add up because of rounding. Sample includes 2,072 institutions.

TABLE 11

Percentage of Faculty Members with Tenure Status, by Category, Affiliation, Academic Rank, and Gender, 1991–92[1]

Academic Rank	All Comb.	Public	Private Ind.	Church-Related	All Comb.	Public	Private Ind.	Church-Related	All Comb.	Public	Private Ind.	Church-Related
	ALL COMBINED				MEN				WOMEN			
CATEGORY I (Doctoral-Level)												
Professor	97.2	97.3	97.0	96.3	97.4	97.5	97.1	96.2	95.8	95.8	95.8	96.9
Associate	87.0	88.5	77.3	88.9	87.6	89.0	78.5	89.7	85.2	87.1	73.7	86.6
Assistant	7.7	8.5	3.0	9.2	7.1	7.8	3.4	8.9	8.6	9.6	2.2	9.7
Instructor	3.1	3.3	1.4	1.8	3.7	3.9	3.3	1.2	2.7	3.0	–	2.5
Lecturer	3.6	3.8	3.2	2.2	5.2	5.7	3.7	2.5	2.1	2.0	2.7	1.9
All Ranks	65.8	66.3	63.8	63.6	72.6	73.2	70.0	70.9	44.0	44.4	42.0	44.4
CATEGORY IIA (Comprehensive)												
Professor	95.8	96.5	92.1	94.3	95.9	96.5	92.5	94.5	95.4	96.5	90.0	93.3
Associate	77.2	78.5	71.6	76.5	78.0	79.5	71.2	77.7	75.1	75.9	72.6	73.2
Assistant	20.6	22.3	15.0	16.7	20.8	22.3	15.3	18.0	20.4	22.4	14.6	15.0
Instructor	6.9	7.8	3.7	2.6	8.6	9.5	4.9	4.3	5.7	6.5	2.8	1.4
Lecturer	0.2	0.1	–	5.4	0.4	0.3	–	6.7	*	–	–	3.8
All Ranks	61.6	62.9	57.2	52.9	68.6	69.9	63.6	65.1	45.7	46.7	43.2	41.5
CATEGORY IIB (General Baccalaureate)												
Professor	94.4	97.9	94.8	91.9	94.2	95.8	95.2	92.4	93.5	95.5	92.9	89.5
Associate	77.8	80.2	80.9	74.0	78.3	80.1	81.6	74.9	76.7	80.7	79.5	72.1
Assistant	18.0	28.3	10.5	17.1	17.5	26.4	11.1	16.1	18.7	31.1	9.7	18.4
Instructor	3.1	4.8	1.6	2.6	3.6	6.5	2.2	1.8	2.8	3.3	1.1	3.1
Lecturer	0.5	0.5	0.7	–	0.8	1.3	–	–	*	–	1.1	–
All Ranks	56.7	59.9	57.7	53.9	63.3	64.8	65.6	60.6	42.6	48.1	41.8	40.8
CATEGORY III (Two-Year Colleges with Ranks)												
Professor	98.1	98.3	95.2	88.5	98.5	98.6	95.0	90.2	97.2	97.3	95.5	85.0
Associate	89.3	90.0	68.4	62.0	89.5	90.4	62.3	61.7	89.0	89.5	75.6	62.5
Assistant	47.5	48.7	9.8	17.6	50.9	51.9	10.8	23.1	43.8	45.2	9.2	13.0
Instructor	8.4	8.7	–	–	10.5	10.8	–	–	6.8	7.0	–	–
Lecturer	–	–	–	–	–	–	–	–	–	–	–	–
All Ranks	67.0	67.7	41.4	44.0	73.6	74.2	49.0	50.0	57.9	58.6	36.3	35.5
CATEGORY IV (Two-Year Colleges without Ranks)												
No Rank	66.1	66.4	31.7	56.9	70.3	70.5	45.8	60.7	60.6	61.1	23.1	51.7
ALL CATEGORIES COMBINED EXCEPT IV												
Professor	96.5	97.1	95.3	93.3	96.6	97.2	95.6	93.7	95.8	96.8	93.3	91.5
Associate	82.6	84.9	76.6	77.3	83.3	85.5	77.1	78.4	80.9	83.3	75.4	74.6
Assistant	16.6	18.6	8.9	15.9	16.0	17.8	9.0	15.6	17.4	19.8	8.9	16.3
Instructor	5.5	6.4	2.2	2.5	6.7	8.0	3.3	2.3	4.5	5.3	1.4	2.6
Lecturer	2.3	2.3	2.2	2.1	3.4	3.7	2.5	2.8	1.3	1.1	1.9	1.6
All Ranks	63.1	64.9	60.1	56.5	70.0	71.7	67.1	63.6	45.9	47.6	42.2	41.4

[1]Sample includes 1,621 institutions reporting information on tenure status.
*Figure too small to be meaningful. Dash (–) no one in rank.

TABLE 12

Percentage of Full-Time Faculty on Tenure-Track Appointments, by Category, Affiliation, Academic Rank, and Gender, 1991–92[1]

Academic Rank	All Comb.	Public	Private Ind.	Church-Related	All Comb.	Public	Private Ind.	Church-Related	All Comb.	Public	Private Ind.	Church-Related
	ALL COMBINED				MEN				WOMEN			
CATEGORY I (Doctoral-Level)												
Professor	98.5	98.6	98.1	99.0	98.5	98.7	98.1	99.0	98.0	98.1	97.7	99.0
Associate	97.0	97.2	94.7	98.2	97.2	97.4	95.4	98.5	96.1	96.5	92.7	97.4
Assistant	88.0	88.3	85.9	84.8	88.1	88.0	87.4	85.4	87.8	88.7	82.9	84.0
Instructor	17.6	16.1	22.9	31.6	20.0	18.4	20.1	37.8	16.0	14.7	25.1	25.6
Lecturer	8.0	6.4	6.4	45.7	6.5	7.0	4.9	2.7	9.3	5.8	7.8	*
All Ranks	89.3	89.3	89.1	88.8	92.5	92.6	92.1	90.4	79.1	79.0	78.6	85.1
CATEGORY IIA (Comprehensive)												
Professor	98.5	98.7	97.2	98.5	98.5	98.5	98.2	98.0	98.5	99.1	95.3	98.2
Associate	97.1	97.4	95.5	96.5	97.3	97.5	96.0	96.2	96.6	97.3	94.0	97.4
Assistant	86.8	87.3	83.2	84.8	87.5	87.6	85.9	86.7	85.8	87.0	89.7	82.6
Instructor	38.4	36.5	38.3	42.6	42.7	38.8	44.0	45.5	35.3	34.7	34.4	40.4
Lecturer	3.0	2.5	5.9	*	4.3	3.2	*	33.3	*	*	*	*
All Ranks	88.5	88.4	88.3	91.2	91.8	91.7	91.9	93.5	80.8	80.7	80.3	85.7
CATEGORY IIB (General Baccalaureate)												
Professor	98.0	99.4	97.9	97.2	98.2	99.4	98.1	97.5	97.4	99.4	97.3	96.8
Associate	97.6	98.1	95.8	99.2	97.5	98.0	96.0	98.3	95.9	97.9	94.5	95.3
Assistant	86.0	88.7	84.4	84.5	87.0	89.0	85.8	86.0	84.9	88.3	82.8	82.5
Instructor	45.9	33.7	43.1	52.3	47.6	37.4	41.0	60.0	44.6	30.4	44.8	46.6
Lecturer	5.4	1.7	2.1	23.3	4.2	4.1	-	3.8	6.3	-	3.4	3.4
All Ranks	89.0	86.5	89.0	90.9	92.4	90.2	91.7	95.0	81.6	78.6	83.5	81.9
CATEGORY III (Two-Year Colleges with Ranks)												
Professor	99.1	99.1	98.2	95.1	99.2	99.3	99.9	97.6	98.6	98.8	95.2	90.0
Associate	95.9	96.2	94.4	74.6	96.1	96.5	95.8	74.5	95.5	95.8	92.9	75.0
Assistant	91.0	91.5	82.3	75.3	92.2	92.5	96.7	74.4	89.6	90.3	73.5	76.1
Instructor	71.6	72.5	39.1	43.6	69.8	70.6	31.3	50.0	73.1	74.0	43.3	35.3
Lecturer	5.8	5.9	-	-	11.8	12.0	-	-	3.3	3.4	-	-
All Ranks	90.6	91.0	82.1	74.7	92.6	92.8	89.1	76.7	87.9	88.4	75.9	72.0
CATEGORY IV (Two-Year Colleges without Ranks)												
No Rank	94.3	94.4	51.6	97.8	96.1	96.2	55.6	96.3	91.9	92.0	46.2	100.0
ALL CATEGORIES COMBINED EXCEPT IV												
Professor	98.4	98.7	97.8	97.7	98.5	98.7	98.0	97.9	98.2	98.6	96.9	97.2
Associate	97.0	97.2	95.3	98.3	97.2	97.4	95.5	98.1	96.1	96.8	93.7	95.5
Assistant	87.3	88.3	84.6	84.4	87.8	88.3	86.6	85.9	86.5	88.2	81.8	82.6
Instructor	39.1	38.4	36.2	50.0	41.6	40.7	36.3	56.8	37.2	36.7	36.1	44.6
Lecturer	6.2	4.8	5.7	37.9	5.8	5.8	5.6	5.5	6.6	4.1	5.9	61.0
All Ranks	89.1	89.1	88.6	89.8	92.2	92.2	91.7	92.5	80.9	80.8	80.7	82.7

[1]Sample includes 1,490 institutions providing information on Tenure Track Appointments.
*Sample too small to be meaningful. Dash (-) no one in rank.

TABLE

Percentage Distribution of Faculty Members by Rank, Category, and Affiliation, 1991–92[1]

Academic Rank	All Combined	Categories: I	IIA	IIB	III
PUBLIC					
Professor	36.8	39.8	36.6	27.6	28.3
Associate	27.7	28.4	26.6	28.1	27.4
Assistant	25.9	24.4	27.1	30.1	26.6
Instructor	6.4	3.6	6.5	9.6	16.7
Lecturer	2.6	3.1	2.5	2.7	0.8
No Rank	0.7	0.7	0.6	1.9	0.1
All Combined	100.0	100.0	100.0	100.0	100.0
PRIVATE INDEPENDENT					
Professor	37.8	46.1	32.1	30.4	20.0
Associate	26.5	23.9	30.8	26.9	27.0
Assistant	27.3	23.6	29.0	31.4	30.6
Instructor	3.9	2.2	4.7	4.8	21.4
Lecturer	2.2	3.6	1.5	0.9	0.1
No Rank	2.3	0.6	1.8	5.1	0.9
All Combined	100.0	100.0	100.0	100.0	100.0
CHURCH-RELATED					
Professor	29.5	32.9	30.9	28.1	22.0
Associate	29.2	32.9	29.9	28.0	27.9
Assistant	32.7	28.4	32.8	33.7	32.6
Instructor	6.6	2.8	5.2	8.1	16.3
Lecturer	0.9	3.1	0.5	0.5	0.3
No Rank	1.1	–	0.6	1.6	–
All Combined	100.0	100.0	100.0	100.0	100.0
ALL COMBINED					
Professor	36.1	40.7	35.4	28.9	28.0
Associate	27.6	27.7	27.6	27.6	27.4
Assistant	27.0	24.4	28.0	32.0	26.8
Instructor	6.0	3.3	6.1	7.5	16.8
Lecturer	2.3	3.2	2.1	1.2	0.8
No Rank	1.0	0.7	0.8	2.8	0.1
All Combined	100.0	100.0	100.0	100.0	100.0

[1]Sample includes 1,638 institutions with academic ranks. The All Combined percentage may not add up to 100.0 because of rounding.

TABLE 14

Number and Percentage of Full-time Faculty, Average Salary, Average Compensation, Average Fringe Benefits, and Percentage of Tenured Faculty, by Category and Academic Rank, 1991–92

Category and/or Academic Rank	Number of Faculty	Percentage of Faculty	Average Salary	Average Comp.	Average Benefit	Benefit as % Salary	Percentage Tenured
I	143,589	40.3	51,080	63,000	11,920	23.3	85.8
IIA	98,588	27.7	43,440	54,380	10,940	25.2	61.6
IIB	53,218	14.9	37,260	46,590	9,330	25.0	56.7
III	26,303	7.4	37,660	47,930	10,270	27.3	67.0
IV	34,823	9.8	38,060	46,760	8,700	22.9	66.1
All Combined	356,431	100.0	44,650	55,470	10,820	24.2	63.2
Institutions with Academic Ranks (Categories I through III)							
Professor	116,008	36.1	58,220	71,790	13,570	23.3	96.5
Associate	88,911	27.7	43,260	54,170	10,910	25.2	82.6
Assistant	86,782	27.0	36,060	45,140	9,080	25.2	16.6
Instructor	19,168	6.0	27,170	34,400	7,230	26.6	5.5
Lecturer	7,490	2.3	30,470	38,090	7,620	25.0	2.3
No Rank	3,249	1.0	22,560	41,960	8,400	25.0	14.4
All Combined	321,608	100.0	45,360	56,410	11,050	24.4	63.1
Four-Year Institutions (Categories I through IIB)							
Professor	108,639	36.8	58,970	72,610	13,640	23.1	94.5
Associate	81,697	27.7	53,640	54,600	10,950	25.1	81.6
Assistant	79,728	27.0	46,310	45,360	9,050	24.9	12.7
Instructor	19,740	5.0	27,030	34,050	7,020	26.0	4.9
Lecturer	7,284	2.5	30,660	38,280	7,620	24.9	2.2
No Rank	3,217	1.1	33,630	42,060	8,430	25.1	13.2
All Combined	295,305	100.0	46,050	57,170	11,120	24.1	61.2
Two-Year Colleges (Categories III and IV)							
All Combined	61,126	–	37,890	47,260	9,370	24.7	65.1

TABLE 15

Number of Institutions Surveyed and Number of Institutions Included in This Year's Tabulations, by Category and Affiliation, 1991–92[1]

	Number Surveyed				Number in Tabulations				
Category	All Combined	Public	Private Independent	Church-Related	All Combined	Percent Responding	Public	Private Independent	Church-Related
I	200	135	49	16	192	96.0	134	45	13
IIA	477	258	120	99	453	95.0	232	129	92
IIB	853	142	289	422	689	80.7	119	227	343
III	404	334	46	24	315	78.0	276	27	12
IV	571	521	30	20	425	74.4	392	22	11
Total	2,505	1,390	534	581	2,074	82.8	1,153	450	471

[1]Above figures do not include 155 institutions submitting data too late to be included in tabulations but for which data are listed in Appendixes I and II.

TABLE 16

Percentage Distribution of Full-Time Faculty Members, by Category, Affiliation, Academic Rank, and Gender, 1991–92[1]

Academic Rank	All Combined		Public		Private Independent		Church-Related	
	Women	Men	Women	Men	Women	Men	Women	Men
CATEGORY I (Doctoral-Level)								
Professor	1.8	16.3	1.4	12.5	0.4	3.3	0.1	0.5
Associate	3.0	9.4	2.3	7.5	0.5	1.4	0.2	0.4
Assistant	4.1	6.9	3.2	5.3	0.6	1.3	0.2	0.3
Instructor	0.9	0.6	0.8	0.5	0.1	0.1	*	*
Lecturer	0.7	0.7	0.6	0.5	0.1	0.1	*	*
No Rank	0.1	0.2	0.1	0.1	*	*	–	–
All Combined	10.6	34.0	8.4	26.4	1.7	6.3	0.5	1.3
CATEGORY IIA (Comprehensive)								
Professor	0.8	3.9	0.2	1.0	0.3	1.4	0.3	1.6
Associate	1.4	3.1	0.4	0.8	0.5	1.0	0.6	1.3
Assistant	2.4	2.9	0.5	0.8	0.8	0.9	1.1	1.3
Instructor	0.7	0.5	0.2	0.2	0.1	0.3	0.3	0.2
Lecturer	0.1	0.1	0.1	*	*	*	*	*
No Rank	0.2	0.3	*	*	0.1	0.2	*	0.1
All Combined	5.6	10.9	1.3	2.9	1.8	3.5	2.4	4.5
CATEGORY IIB (General Baccalaureate)								
Professor	0.8	3.9	0.2	1.1	0.3	1.4	0.3	1.6
Associate	1.4	3.1	0.4	0.8	0.5	1.0	0.6	1.3
Assistant	2.4	2.9	0.5	0.8	0.8	0.9	1.1	1.3
Instructor	0.7	0.5	0.2	0.2	0.1	0.1	0.3	0.2
Lecturer	0.1	0.1	0.1	*	*	*	*	*
No Rank	0.2	0.3	*	0.1	0.1	0.2	*	0.1
All Combined	5.6	10.9	1.4	2.9	1.8	3.5	2.4	4.5
CATEGORY III (Two-Year Colleges with Ranks)								
Professor	0.7	1.6	0.7	1.6	*	*	*	*
Associate	0.9	1.3	0.9	1.3	*	*	*	*
Assistant	1.1	1.1	1.0	1.1	*	*	*	*
Instructor	1.1	0.6	0.7	0.6	*	*	*	*
Lecturer	*	*	*	*	*	–	–	*
No Rank	*	*	*	*	*	*	–	–
All Combined	3.5	4.7	3.3	4.5	0.1	0.1	0.1	0.1
ALL CATEGORIES COMBINED								
Professor	5.1	31.0	3.4	22.1	0.9	5.9	0.6	3.0
Associate	7.7	19.9	5.3	14.0	1.4	3.4	1.1	2.5
Assistant	11.1	15.8	7.4	10.7	2.0	2.9	1.8	2.2
Instructor	3.4	2.5	2.6	1.9	0.4	0.3	0.5	0.3
Lecturer	1.3	0.4	1.0	0.8	0.2	0.2	0.1	*
No Rank	0.4	0.6	0.2	0.3	0.2	0.2	*	0.1
All Combined	29.1	70.9	20.1	49.8	5.0	12.9	4.0	8.2

[1]Sample includes 321,608 faculty members of whom 70.9 percent are men and 29.1 percent are women. The All Combined figures may not add up because of rounding. * Figures too small to be meaningful (i.e., less than one tenth of 1 percent).

TABLE 17

Number of Full-time Faculty and Average Salary Levels in Preclinical Departments of Medical Schools, by Department, Affiliation, and Academic Rank, 1991–92 (Data on 12-Month Basis—Average Salary Rounded to Nearest $100)

	Professor		Associate		Assistant		Instructor	
Department	No. of Faculty	Average Salary	No. of Faculty	Average Salary	No. of Faculty	Average Salary	No. of Faculty	Average Salary
PUBLIC								
Anatomy	363	78,000	386	56,700	276	45,400	38	34,600
Biochemistry	425	81,800	248	56,800	229	45,000	29	30,100
Microbiology	326	81,800	263	57,300	229	45,300	32	32,700
Pharmacology	329	80,600	218	59,400	208	46,000	26	33,000
Physiology	435	81,000	288	57,900	213	44,800	65	32,000
Other Basic Sciences	169	83,700	150	59,900	151	47,700	31	36,600
All Combined	2047	80,900	1553	57,700	1306	45,600	181	33,300
PRIVATE								
Anatomy	192	82,300	218	59,800	186	45,300	17	34,800
Biochemistry	252	84,400	134	59,200	167	47,200	29	33,500
Microbiology	166	86,600	157	60,200	156	49,100	17	36,100
Pharmacology	205	90,500	118	59,900	139	48,100	25	32,000
Physiology	199	88,800	174	61,700	156	47,800	30	34,600
Other Basic Sciences	233	94,300	185	66,000	236	52,200	47	38,900
All Combined	1247	87,900	986	61,300	1040	48,500	165	35,400
PUBLIC AND PRIVATE COMBINED								
Anatomy	555	79,500	604	57,800	462	45,400	55	34,700
Biochemistry	677	82,800	382	57,600	396	45,900	58	31,800
Microbiology	492	83,400	420	58,400	385	46,900	49	33,800
Pharmacology	534	84,400	336	59,600	347	46,800	51	32,500
Physiology	634	83,400	462	59,300	369	46,000	55	33,400
Other Basic Sciences	402	89,800	335	63,300	387	50,500	7	38,000
All Combined	3294	83,600	2539	59,100	2346	46,900	346	34,300

Source: Association of American Medical Colleges. Data are reported for all faculty (M.D., Other Doctoral, and Non-Doctoral).

EXPLANATION OF STATISTICAL DATA

Instructional Faculty. The instructional staff faculty is defined as those members of the instructional/research staff who are employed on a full-time basis and whose major regular assignment is instruction, including those with released time for research. Institutions are asked to exclude (1) instructional faculty who are employed to teach less than two semesters, three quarters, two trimesters, or two four-month sessions, (2) instructional faculty in preclinical and clinical medicine, (3) instructional faculty who are employed on a part-time basis, (4) administrative officers with titles such as dean of students, librarian, registrar, coach, etc., even though they may devote part of their time to classroom instruction and may have faculty status, (5) undergraduate or graduate students who assist in the instruction of courses, but have titles such as teaching assistant, teaching fellow, etc., (6) faculty on leave without pay, and (7) replacement of faculty on sabbatical leave.

Salary. This figure represents the contracted salary excluding summer teaching, stipends, extra load, or other form of remuneration. Where faculty members are given duties for eleven or twelve months, salary is converted to a standard academic-year basis by applying a factor of 9/11 or 81.8 percent or by the official factor used in a publicly announced formula which is reflected in a footnote in the Appendix Tables of this report.

Major Fringe Benefits. In general, the major fringe benefits include those where the institution (or state) makes a definite payment of a specified amount on behalf of and for the benefit of the individual faculty member. The major benefits include the institution's (or state's) contribution for: (1) Social Security (rate effective January 1, 1991, used), (2) retirement contributions (the employer's contributions are included regardless of the plan's vesting provision), (3) medical insurance, (4) dental insurance, (5) life insurance, (6) disability income protection, (7) unemployment compensation, (8) worker's compensation, (9) tuition for faculty children (both waivers and remissions are included), (10) other benefits in kind with cash alternatives (for the majority, these include benefits such as moving expenses, housing, cafeteria plans or cash options to certain benefits, bonuses, etc.). In the cases of Texas public four-year institutions, it also includes the portion of the employee's contribution to Social Security which is paid by the state or 5.85 percent of the first $16,500 of salary. Since the objective of the study is the measurement of income available for personal consumption, as distinct from professional purposes, benefits of a professional nature (such as convention travel, membership fees, grading assistance, faculty clubs, etc.) are not included.

Compensation. Compensation represents salary plus the institution's (or state's) contribution to major fringe benefits.

Rating of Average Salary and Average Compensation. The rating is based on the actual distribution of average salaries and/or average compensations for comparable institutions. For definition of comparable institutions, see definition of categories and the explanation of ratings in Column (2) (below).

Definition of Categories. The definition of categories given here is that instituted by the Center for Education Statistics and adopted by AAUP for its 1983–84 survey. The center subsequently abandoned this type of classification for a broader system. The roman numerals are used for the purpose of this report with the CES former identification given in parentheses. It should be noted that data on earned degrees were obtained from CES. Because these data have not been available in a timely manner, we ask institutions to assign their own category based on the most recent information available.

Category I (Doctoral-Level Institutions). These are institutions characterized by a significant level and breadth of activity in and commitment to doctoral-level education as measured by the number of doctorate recipients and the diversity in doctoral-level program offerings. Included in this category are those institutions which grant a minimum of thirty doctoral-level degrees annually. These degrees must be granted in three or more unrelated disciplines.

Category IIA (Comprehensive Institutions). These institutions are characterized by diverse post-baccalaureate programs (including first professional), but do not engage in significant doctoral-level education. Specifically, this category includes institutions not considered specialized schools in which the number of doctoral-level degrees granted is fewer than thirty or in which fewer than three unrelated disciplines are offered. In addition, these institutions must grant a minimum of thirty post-baccalaureate degrees and either grant degrees in three or more post-baccalaureate programs or, alternatively, have an interdisciplinary program at the post-baccalaureate level.

Category IIB (General Baccalaureate). These institutions are characterized by their primary emphasis on general undergraduate baccalaureate-level education. These institutions are not significantly engaged in post-baccalaureate education. Included in this category are institutions which are not considered as specialized and in which the number of post-baccalaureate degrees granted is fewer than thirty or in which fewer than three post-baccalaureate-level programs are offered and which either (a) grant baccalaureate degrees in three or more program areas, or (b) offer a baccalaureate program in interdisciplinary studies.

Category III (Two-year Institutions with Academic Ranks). These institutions confer at least 75 percent of their degrees and awards for work below the bachelor's degree.

Category IV (Institutions without Academic Ranks). The majority of these institutions are two-year colleges (see definition of Category III) but do not utilize academic ranks. This category also includes *a few* general baccalaureate institutions which do not use academic ranks. These institutions are listed in Appendix II of this report.

Definition of data presented in Appendixes I and II:

Col. (1) Institution's category—The definition of categories is given above.

Col. (2) Ratings of Average Salary—Each rating represents the percentile interval in which the institution's average salary in a given rank lies (1* = 95th percentile or above, 1 = 80th percentile

to 94.9 percent, etc.). An average salary lower than the 20th percentile is rated 5. The ratings have been assigned using the actual average salary which is then rounded to the nearest hundred for publication in Col. (3).

Col. (3) Average Salary by Rank and for All Ranks Combined—This figure represents the average contracted salary (adjusted to a standard academic-year basis, when necessary) excluding summer teaching, extra load, etc., which has been rounded to the nearest hundred dollars; an entry of 43.3 would stand for an average salary between $43,250 and $43,349. The All Ranks (AR) figure includes the rank of lecturer and the category No Rank which are not displayed here.

Col. (4) Rating of Average Compensation—Same definition as that given for Col. (2) above, but for compensation which is salary plus fringe benefits.

Col. (5) Average Compensation by Rank and for All Ranks Combined—This figure represents the average salary plus average fringe benefits and, as for average salary, the figure has been rounded to the nearest hundred dollars.

Col. (6) Benefits as a Percentage of Average Salary—This percentage, which has been rounded to the nearest unit, represents the overall percentage of fringe benefits as a percentage of average salary for all ranks combined. Major fringe benefits are the institution's (or state's) contribution excluding employee's contribution.

Col. (7) Percentage of Tenured Faculty—This figure represents the percentage of tenured faculty in a given rank.

Col. (8) Percentage Increase in Salary for Continuing Faculty—The percentage increase in salary shown here is that for continuing faculty or faculty members remaining on staff in 1991–92. This figure represents an increase in salary for *individuals* as opposed to a percentage *change in salary levels* for a given rank from 1990–91 to 1991–92. For the purpose of reporting this information, the institution is asked to provide data by rank but to report, in the case of promotion, the individual in the rank held in 1990–91. Therefore, the increase shown is that of individuals in the rank held during the 1990–91 academic year. This figure reflects across-the-board, merit increase, promotion and/or other salary increments.

Col. (9) Number of Faculty Members by Rank and by Gender—This number represents the total number of full-time faculty in a given rank.

Col. (10) Average Salary by Rank and by Gender—These figures, like those in Col. (3), have been rounded to the nearest hundred dollars. The average is not shown and is replaced by dashes when the number of individuals in a given rank and/or gender is five or fewer.

Cautionary Notes

With the exception of the number of faculty members shown in Col. (9), other data are not given in any given rank and/or gender when the number of individuals is five or fewer. This policy was adopted to protect the confidentiality of individual salaries and because an average with so few individuals could be misleading when used for comparison purposes. In such cases, dashes appear in the affected columns.

Average Salary and Average Compensation are likely to be affected by a number of peripheral influences. For example, an institution may use a high proportion of part-time graduate assistants whose compensations are not included in the average figures for full-time faculty. Figures for these institutions, therefore, overstate the typical remuneration of those who carry the teaching burden. Average figures for small institutions may also be influenced by the fact that in a given year a relatively large number of their higher paid faculty may be on leave without pay or may have retired. In addition, actual improvements in the economic well-being of the faculty may be concealed in any given year by promotions, which can exercise a double-edged effect upon the average reported in both the higher and lower ranks. The differences between men's and women's salary levels may sometimes be attributed to the relatively large proportion of men in a given rank (see Table 16) and other factors affecting salary levels. Unfortunately, we have found no feasible way to make appropriate adjustments for these occurrences and can only warn the reader to keep these points in mind when using these data.

Institutional footnote numbers are given in the Appendix Tables between the name of the institution and its category. The footnotes for both Appendix I (institutions with academic ranks) and Appendix II (institutions without ranks) are listed at the end of Appendix II.

The following symbols shown under "notes" in the Appendix Tables stand for: PNA = Publication Not Authorized and LFO = Data are for Lay Faculty Only.

The data presented in this report are based on information provided by institutions responding to the annual survey conducted by Maryse Eymonerie Associates for the purpose of the AAUP Annual Report on the Economic Status of the Profession. We continue to be very grateful to those individuals who prepare the institutional responses and complete our questionnaire (Form MEA22). We deeply appreciate the assistance and cooperation given us over the years in connection with this important program.

Any inquiries concerning the data in this report may be directed to the AAUP Washington office or directly to me at BP 33, Louvigné 35420, France. FAX 011 33 99 98 09 98.

MARYSE EYMONERIE
Consultant to AAUP

APPENDIX I NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
ALABAMA																				
Alabama State University		IIA	5	5	4	5	41.6	35.3	31.2	23.6	31.5	5	5	5	5	49.2	42.0	37.3	28.7	37.6
Athens State College		IIB	3	2	2		43.9	39.0	32.0	-----	37.1	3	2	2		53.1	47.1	38.9	-----	44.9
Auburn University- Main		I	4	4	5	5	55.2	42.2	35.6	24.0	43.1	5	5	5	5	65.4	50.3	42.4	28.5	51.2
Auburn Univ. at Montgomery	13	IIA	3	3	3	3	49.5	39.9	33.2	26.7	38.3	3	4	4	4	58.8	47.6	39.7	31.3	45.5
Birmingham Southern College		IIB	2	2	3		48.0	37.3	30.8	-----	38.2	1	2	3		64.0	47.0	38.4	-----	49.2
Huntingdon College		IIB	5	4	4		31.8	31.2	27.9	-----	29.2	5	4	4		39.8	38.4	33.4	-----	35.6
Jacksonville State Univ.		IIA	5	4	4	2	43.4	38.7	31.8	29.0	37.0	4	3	4	2	55.4	49.8	41.3	37.7	47.5
Judson College		IIB	5	5	5		31.7	26.7	24.4	-----	26.0	5	5	5		40.1	32.2	29.9	-----	31.9
Livingston University		IIA	5	5	5		36.3	29.4	26.0	-----	32.5	5	5	5		43.7	35.0	31.7	-----	38.7
Oakwood College		IIB	5	5	5	3	27.9	27.8	25.8	25.0	26.7	5	5	4	3	34.8	34.7	32.2	31.2	33.4
Samford University		IIA	3	3	4	5	50.3	41.8	31.3	23.7	41.1	3	2	4	4	63.1	54.3	41.3	31.4	52.8
Spring Hill College		IIB	4	4	4		36.9	33.2	26.7	-----	32.4	4	4	5		44.9	40.3	31.4	-----	39.0
Troy State University-Main	147	IIA	5	5	5	5	41.1	33.2	29.9	22.4	31.8	5	5	5	5	49.4	40.1	36.1	27.2	38.4
Troy State Univ. at Dothan		IIB		3	1		-----	34.5	37.0	-----	35.8		4	1		-----	41.5	44.3	-----	43.0
Troy St. Univ.in Montgomery		IIA		3	5		-----	40.3	28.8	-----	33.3		4	5		-----	49.0	35.2	-----	40.6
Tuskegee University		IIA	5	5	5	5	40.6	33.5	29.3	21.0	30.8	5	5	5	5	48.7	40.0	34.9	25.0	36.8
University of Alabama		I	4	4	5	5	57.1	42.1	35.6	23.7	43.7	4	4	4	5	70.9	53.5	45.3	31.1	55.1
Univ. Alabama at Birmingham	151	I	4	5	5	5	57.0	40.2	33.1	24.7	41.6	4	5	5	4	71.1	51.2	42.7	32.6	52.8
Univ. Alabama in Huntsville	5	IIA	1	3	2	2	59.9	40.7	36.0	29.6	42.5	2	3	3	3	71.8	49.5	43.4	35.2	51.3
University of Montevallo		IIA	5	5	5		40.7	34.9	30.8	-----	35.6	5	5	5		50.3	43.7	37.8	-----	44.0
Univ. of North Alabama	13	IIA	4	4	4	3	46.0	38.4	32.4	27.0	37.5	4	4	4	4	54.4	45.9	38.9	32.8	44.7
University of South Alabama		IIA	3	3	3	2	50.4	39.7	34.7	28.9	38.9	3	4	3	3	60.6	48.5	42.0	35.0	47.1
ALASKA																				
Univ.Alaska-Anchorage	153	IIA	1	1	1	1*	59.9	48.9	39.9	42.3	47.7	1	1	1	1*	78.7	64.2	52.5	55.6	62.8
Univ.Alaska-Fairbanks	154	I	3	2	4	3	63.7	49.1	37.5	30.1	45.1	2	1	1	2	86.8	67.6	52.5	42.7	62.5
Univ.Alaska-Southeast	155	IIA	3	1	2		49.5	48.3	37.1	-----	43.0	2	1	2		64.8	63.3	48.6	-----	56.4
ARIZONA																				
Amer.Grad.Sch.Internat'l Mgt		IIA	3	2	1		49.6	44.0	38.3	-----	44.0	3	2	1		62.4	55.9	49.3	-----	55.9
Arizona State University	3	I	4	4	3	2	59.6	44.5	38.9	32.2	47.5	4	4	3	2	71.6	54.4	47.9	42.2	57.8
Grand Canyon University		IIB	4	4	4	5	38.0	32.7	28.7	21.9	31.7	4	4	4	4	47.7	40.2	35.2	27.3	39.3
Northern Arizona University		I	5	4	5	5	51.1	42.1	34.6	22.8	40.1	5	4	5	5	62.6	52.3	43.8	30.3	50.1
University of Arizona		I	4	4	4	4	60.1	43.0	37.8	26.7	47.4	4	4	3	3	73.2	54.5	48.7	35.6	59.2
ARKANSAS																				
Arkansas College		IIB	2	2	3		45.5	37.7	30.4	-----	35.8	2	3	3		56.1	45.6	37.6	-----	44.0
Arkansas State Univ.-Main		IIA	3	3	4	4	47.5	40.0	32.6	24.9	36.3	3	3	3	4	59.9	50.9	41.8	32.7	46.3
Arkansas State Univ.-Beebe		III			4	5	-----	-----	28.7	21.6	27.2			4	5	-----	-----	36.6	28.1	34.8
Arkansas Tech University		IIB	3	3	2	3	41.7	35.8	33.1	25.9	35.2	3	3	2	2	51.7	44.5	41.5	33.0	43.9
Central Baptist College		IIB					- ---	-----	-----	-----	21.6					-----	-----	-----	-----	25.3
Harding University	78	IIB	3	3	3	3	40.0	35.4	31.0	26.1	36.0	4	3	3	2	48.4	43.1	38.5	33.0	44.0
Henderson State University		IIB	3	2	3	4	42.2	37.5	30.8	24.5	35.4	3	2	2	3	52.6	46.8	39.1	31.4	44.4
Hendrix College		IIB	2	2	2		46.0	37.9	32.5		39.4	2	1	2		61.9	51.1	40.5		52.3
John Brown University		IIB	4	4	4		36.6	30.8	27.6	-----	32.1	4	4	4		44.9	36.9	33.8	-----	39.1
Ouachita Baptist University		IIB	3	3	4	3	39.8	34.0	27.3	25.0	32.7	4	3	4	3	48.3	42.4	34.3	31.2	40.3
Southern Ark. Univ.-Main	13	IIB	3	2	3	3	43.4	37.5	31.1	26.0	35.2	3	2	2	2	54.2	46.7	39.1	32.9	44.0
Southern Arkansas Univ. Tech		III		5	4		-----	30.9	28.9	-----	29.7		5	4		-----	38.7	36.0	-----	37.2
Univ. Arkansas-Fayetteville		I	5	5	5	5	53.1	40.1	35.0	24.1	42.7	5	5	5	5	64.1	48.9	42.9	30.1	52.0
Univ. Ark. at Little Rock		IIA	2	3	2	4	52.1	40.8	35.7	25.5	39.5	3	4	3	5	62.8	49.1	42.5	30.2	47.3
Univ. Ark. at Monticello	9	IIB	3	3	3	2	41.4	35.0	30.5	26.7	33.2	3	3	3	3	50.5	42.6	36.7	32.4	40.2
Univ. Arkansas at Pine Bluff		IIB	4	4	3	4	36.3	32.8	29.3	24.0	31.0	4	3	3	3	46.6	42.3	38.1	31.7	40.2
Univ. of Central Arkansas		IIA	3	3	4	4	49.0	40.0	32.4	25.3	37.3	3	4	4	4	59.4	48.8	39.9	31.3	45.6
University of the Ozarks		IIB	5	5	5		28.7	26.6	25.6	-----	26.4	5	5	4		39.0	36.1	34.6	-----	35.8
Williams Baptist College		IIB			5	5	-----	-----	23.7	21.8	24.0			5	5	-----	-----	28.6	26.5	29.0
CALIFORNIA																				
Azusa Pacific University		IIA	5	5	5	3	41.6	34.4	29.8	26.8	34.7	4	4	3	3	56.5	47.4	41.5	35.4	47.5
Biola University		IIA	5	5	5		42.7	34.9	28.3	-----	35.1	5	5	5		53.7	43.3	35.6	-----	44.0
California Inst. of Arts		YIA									37.2									46.4
California Inst. of Tech.		I	1*	1*	1*		90.9	68.2	54.6		81.4	1*	1*	1*		113.5	85.1	67.6		101.5
California Lutheran Univ.		IIB	2	2	3	1	45.7	37.7	31.2	29.4	37.1	2	2	2	1	58.4	49.6	41.6	37.5	48.3
California Maritime Academy		IIB	1	1		1*	54.0	42.4	-----	34.1	44.0	1	1		1*	70.5	56.0	-----	46.4	58.3
Cal.St.Univ-Bakersfield	26	IIA	1	1	2	2	60.9	49.0	37.9	29.6	51.1	1	1	1	2	75.8	62.4	49.1	39.1	64.5
Cal.St.Univ-San Bernardino	26	IIA	1	1	1	1	60.0	49.9	40.4	32.1	50.3	1	1	1	1	74.8	63.4	52.3	42.0	63.7
Cal.Poly.St.U-Sn Luis Obispo	26	IIA	1	1*	1	1	61.1	51.0	39.7	31.4	56.9	1	1*	1	1	76.0	64.6	51.4	40.9	71.1
Cal.St.Univ-Chico	26	IIA	1	1	1		60.7	49.9	40.5	-----	56.3	1	1	1		75.3	63.4	52.3	-----	70.4

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
20.	90.	64.	44.		1.2	1.5	0.7	3.6	21	24	28	31	8	23	33	27	42.9	35.1	32.4	24.0	38.3	35.6	30.2	23.1
21.	ALL	80.	48.						15	10	15	1	6	5	14	2	44.1	----	31.6	----	43.5	----	32.3	----
19.	97.	91.	17.	2.	0.1	0.3	0.5	1.7	333	305	224	27	20	53	108	39	55.4	42.5	36.6	24.5	50.4	40.2	33.4	23.7
19.	98.	94.	35.		0.0	0.6	0.4	0.0	42	37	44	4	8	14	27	21	50.1	40.6	34.2	----	46.4	37.9	31.6	----
29.	97.	90.			5.7	6.0	6.8	----	26	13	18		7	8	17	2	49.2	38.0	31.9		43.6	36.2	29.5	----
22.	ALL	64.	32.		4.0	2.9	3.1	----	9	9	10	1		2	12	1	----	----	29.5	----		----	26.6	----
29.	95.	60.	24.	6.	0.0	0.2	0.9	0.0	94	18	32	27	22	17	27	37	43.3	39.8	32.1	30.4	43.9	37.4	31.5	28.0
23.	ALL	50.							4	2	5		2	4	7	3	----	----	----		----	----	----	----
19.	89.	50.	28.		1.1	1.0	0.9	----	24	12	15	3	4	6	17	2	----	29.6	26.9	----	----	29.2	25.3	----
25.	58.	4.			6.8	6.3	5.1	10.6	14	9	16	2	5	14	20	4	----	27.4	24.4	----	----	28.0	26.8	----
28.	78.	41.	11.		6.4	7.2	7.1	----	66	31	25	1	12	13	31	10	51.9	43.6	32.5	----	41.0	37.7	30.3	----
20.	ALL	69.	5.		0.0	0.3	0.2		22	10	16		3	6	5	2	----	35.5	----		----	29.5	----	----
21.	92.	71.	19.						23	36	34	6	3	16	54	10	----	33.5	31.2	23.3	----	32.5	29.1	21.9
20.		79.	13.		----	0.2	0.0	----	3	12	9		2	7	6	3	----	35.3	38.8		----	33.2	34.2	----
22.		56.	7.						4	9	10	1			5	1	----	----	----	----			----	----
19.	92.	61.	22.	8.					43	39	71	21	8	12	26	29	42.0	34.3	30.0	21.0	32.8	30.8	27.5	21.0
26.	97.	83.	11.	3.	0.0	0.9	1.1	0.8	254	170	148	33	34	43	91	43	57.9	42.4	37.6	22.7	51.6	41.3	32.4	24.5
27.	99.	91.	3.	11.	0.2	0.0	0.0	0.0	88	118	70	9	13	36	37	9	57.9	40.6	34.5	24.8	50.8	38.7	30.5	24.6
21.	92.	68.	13.	13.	1.6	-0.3	0.7	10.5	56	67	53	2	4	18	31	6	----	41.0	37.6	----	----	39.5	33.3	----
24.	ALL	74.	20.		6.8	7.1	7.2	----	37	22	22	2	16	12	22	1	41.5	35.8	33.5	----	39.0	33.4	28.2	----
19.	98.	89.	60.	39.					55	30	37	8	9	6	30	15	46.1	38.7	32.8	27.5	45.3	37.3	31.9	26.8
21.	94.	89.	13.	19.					99	80	84	34	14	25	42	47	51.2	40.1	36.0	29.0	44.3	38.5	32.0	28.9
32.	ALL	83.	14.	47.					79	79	48	13	25	48	49	4	59.8	48.8	40.9	----	60.2	48.9	39.0	----
38.	93.	68.	3.						71	98	96	29	5	32	46	27	----	49.2	38.3	31.7	----	48.9	35.7	28.3
31.	80.	74.	8.						7	21	12	3	3	6	14	2	----	48.5	37.4	----	----	47.3	36.8	----
27.	93.	75.	9.		5.0	5.0	5.0	----	22	27	6	3	6	9	5	2	49.5	45.6	----	----	50.0	38.9	----	----
22.	98.	90.	8.	19.					480	368	217	8	75	114	141	13	60.2	45.2	39.4	33.5	55.7	42.2	38.0	31.3
24.	52.	30.	4.						18	6	8	3	5	4	17	5	----	----	33.6	----	----	----	26.5	----
25.	98.	86.	9.		1.0	1.0	0.4	10.0	154	161	99	10	5	41	86	27	----	42.5	34.8	22.1	----	40.2	34.4	23.0
25.	95.	83.	1.		0.9	0.8	1.6	6.4	575	288	203	17	63	90	153	27	60.5	43.4	39.5	30.8	55.7	42.0	35.5	24.1
23.	71.	14.			10.3	9.2	8.5	----	11	6	15	3	3	1	6	2	----	----	31.1	----	----	----	28.8	----
28.	97.	78.	24.	10.	6.2	6.7	6.6	5.3	87	66	86	30	12	16	58	48	47.7	40.5	34.4	25.5	46.4	37.7	30.0	24.5
28.			37.						1	2	14	8	1	2	13	8	----	----	29.5	21.3	----	----	28.0	22.0
25.	90.	93.	21.		8.0	8.0	9.3	9.8	33	49	29	11	6	20	18	10	41.9	36.6	34.9	26.7	41.0	33.9	30.1	25.0
17.									4	3	2	1	1	2	3		----	----	----	----	----	----	----	
22.	91.	51.							69	34	21	5	9	9	10	1	40.9	36.1	32.9	----	33.7	32.7	27.0	----
25.	97.	70.	20.		9.3	9.3	9.3	9.3	49	19	27	6	12	11	13	21	42.8	38.5	31.5	25.1	39.9	35.6	29.6	24.3
33.	96.	88.			7.7	7.4	8.1		22	17	11		2	7	6		----	37.9	33.0		----	37.7	31.6	
22.					2.2	2.1	2.6	----	21	14	13		2	3	3	1	----	----	----		----	----	----	----
23.	97.	85.	28.		6.5	5.5	6.2	6.4	31	10	20	6	1	3	9	6	----	----	27.3	25.5	----	----	27.4	24.6
25.	90.	83.	36.		5.5	6.0	6.3	6.8	24	15	19	4	6	15	14	16	43.0	38.1	31.9	----	44.9	36.8	30.1	----
25.									1	9	11	2		3	4		----	----	----	----		----	----	
22.	98.	85.	10.	6.					289	161	138	16	15	44	59	20	53.3	40.5	36.4	25.5	47.7	38.9	31.9	23.0
20.	91.	79.	24.	5.	5.0	5.0	5.0	5.0	105	91	49	19	13	32	34	42	52.3	42.0	36.8	26.3	50.7	37.2	34.0	25.1
21.	92.	59.	32.	22.	7.1	8.8	7.4	8.4	23	18	27	9	1	4	17	9	----	----	30.5	27.1	----	----	30.4	26.4
30.	88.	41.	29.	33.					30	27	34	8	13	10	24	19	36.2	33.0	30.2	25.0	36.6	32.0	27.9	23.6
22.	98.	82.	27.	3.	7.1	8.0	8.8	7.1	75	63	51	21	11	25	32	49	49.4	40.0	32.4	25.1	45.9	39.9	32.4	25.3
35.	91.	82.			4.3	8.2	11.5	----	9	8	8		2	3	7	3	----	----	26.1		----	----	25.0	----
21.									1	2	5	2	1	1	3	4	----	----	----	----	----	----	----	----
37.	38.	6.			14.1	9.9	9.0	12.2	26	36	13	3	6	13	9	3	42.0	34.5	30.1	----	39.9	34.3	29.3	----
25.	90.	53.	12.		3.0	4.0	4.0	----	27	45	15	2	2	17	11	2	----	35.1	29.0	----	----	34.5	27.4	----
25.																								
25.	ALL	95.							168	34	35		6	4	8		91.3	----	54.6		77.8	----	54.7	
30.	94.	65.	10.		6.6	7.5	8.1	11.5	28	16	26	4	8	7	15	6	45.7	38.8	30.5	----	45.7	35.1	32.3	----
32.	15.	67.		ALL					20	5	2	14		1	1	2	----	----	----	----		----	----	----
26.	94.	55.	5.		2.3	4.7	5.9	1.6	80	42	16	4	21	18	28	9	61.3	48.9	37.8	----	59.4	49.2	37.9	----
27.	91.	45.	2.		2.6	5.6	5.5	7.1	128	68	63	3	36	38	69	10	60.6	50.8	41.2	----	58.0	48.3	39.7	----
25.	95.	35.	1.		2.3	4.6	6.0	----	485	104	51	3	61	20	33	3	61.3	51.3	40.1	----	59.7	49.3	39.1	----
25.	97.	60.	3.		2.3	5.2	5.3	5.9	368	57	43	1	91	34	43	2	61.1	50.4	40.4	----	59.2	49.1	40.6	----

APPENDIX I NAME OF INSTITUTION	NOTES	(1) INSTCATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
CALIFORNIA (CONTD)																				
Cal.St.Univ-Dominguez Hills	26	IIA	1	1	1		61.0	48.3	40.3	-----	54.9	1	1	1		75.9	61.6	52.1	-----	68.9
Cal.St.Univ-Fresno	26	IIA	1	1	1	1	60.8	48.4	39.4	32.3	55.4	1	1	1	1	75.6	61.7	50.9	42.2	69.4
Cal.St.Univ-Fullerton	26	IIA	1	1	1		61.0	49.8	39.6	-----	54.7	1	1	1		75.8	63.4	51.3	-----	68.7
Cal.St.Univ-Hayward	26	IIA	1	1	1	1	61.1	50.1	39.6	33.7	55.3	1	1	1	1	74.2	63.6	51.3	44.0	68.3
Humboldt State University	26	IIA	1	1	1		60.0	48.0	39.9	-----	54.4	1	1	1		74.6	61.2	51.6	-----	68.3
Cal.St.Univ-Long Beach	26	IIA	1	1	1		60.8	49.5	41.1	-----	54.1	1	1	1		75.3	62.8	53.1	-----	67.9
Cal.St.Univ-Los Angeles	26	IIA	1	1	1		61.0	49.8	42.2	-----	55.1	1	1	1*		75.5	63.2	54.2	-----	68.9
Cal.St.Univ-Northridge	26	IIA	1	1	1	1	60.9	47.9	40.7	32.8	55.0	1	1	1	1	75.5	61.1	52.6	42.6	68.8
Cal.Poly.St.Univ-Pomona	26	IIA	1	1*	1		61.4	51.4	42.2	-----	55.9	1	1*	1*		76.3	65.2	54.3	-----	70.1
Cal.St.Univ-Sacramento	26	IIA	1	1	1		61.1	49.2	40.0		57.2	1	1	1		75.8	62.6	51.8		71.5
Cal.St.Univ-San Marcos	26	IIA	1	1	1		60.6	49.5	42.2		51.7	1	1	1*		75.6	63.0	54.4		65.3
San Diego State University	26	IIA	1	1	1	1	60.7	48.6	41.6	34.0	55.2	1	1	1	1	75.5	61.9	53.7	44.3	69.2
San Francisco State Univ.	26	IIA	1	1	1	1	60.5	49.4	40.6	33.0	54.5	1	1	1	1	75.0	62.8	52.4	43.1	68.3
San Jose State University	26	IIA	1	1	1	1	60.7	49.7	41.1	33.6	53.0	1	1	1	1	75.2	63.1	53.0	43.8	66.6
Sonoma State University	26	IIA	1	1	1		60.6	47.0	38.2		55.9	1	1	1		75.2	60.1	49.6		69.8
Cal.St.Univ-Stanislaus	26	IIA	1	1	1		60.6	47.3	39.1	-----	53.9	1	1	1		75.3	60.4	50.7	-----	67.6
Chapman College		IIA	3	2	2		50.3	42.1	36.8	-----	42.9	2	2	2		65.1	53.7	46.1	-----	54.7
Claremont Graduate School		I	1	1	1		75.1	53.9	42.9		65.4	1	1	1		90.0	65.5	52.5		78.8
Claremont McKenna College		IIB	1*	1*	1*		67.0	47.8	39.9	-----	55.3	1*	1*	1*		83.0	59.2	49.0	-----	68.2
College of Notre Dame		IIB	3	3	3		43.2	35.4	30.6	-----	36.8	3	3	1*		51.8	43.2	47.7	-----	47.8
Fresno Pacific College		IIB									32.8									41.4
Golden Gate University	76	I	3	4	3		64.2	44.4	39.0		49.1	3	4	4		76.1	53.3	47.1		58.8
Harvey Mudd College		IIB	1*	1*	1*		72.2	54.0	43.3		60.4	1*	1*	1*		91.2	68.3	55.6		76.5
Loyola Marymount University		IIA	1*	1*	1	2	68.4	52.0	40.0	31.1	54.8	1*	1*	1	1	86.3	68.0	54.0	43.9	70.9
Menlo College		IIB									45.6									57.1
Mennonite Brthrn. Bible Sem.		IIA		5			-----	34.6	-----		34.9		4			-----	45.8	-----		46.4
Mills College		IIA	1	2	2		58.7	44.7	35.6	-----	45.9	1	2	2		74.6	56.3	45.2	-----	58.2
Mount St.Mary's College		IIB	3	3	2	2	42.4	36.4	32.0	27.7	35.1	3	3	3	2	49.6	42.9	38.0	33.2	41.4
Napa Valley College	108	III	1	1		1*	51.3	47.4	-----	42.4	46.2	2	2		1*	58.5	54.1	-----	48.8	52.8
Naval Postgraduate School		I	3	2	1		62.2	47.9	42.1	-----	52.0	4	3	3		70.9	55.1	48.7	-----	59.6
Occidental College		IIB	1*	1	1*	1	60.7	45.7	38.0	31.1	46.9	1*	1*	1*	1	77.7	58.7	47.7	35.9	59.4
Ohlone College		III	1	1*	1*	1*	53.8	47.8	43.3	39.3	48.2	2	1	1*	1*	65.0	58.3	53.4	48.9	58.8
Pacific Oaks College		IIA									31.0									34.8
Pacific School of Religion		IIA	4				44.9	-----	-----		43.1	4				58.5	-----	-----		56.5
Pacific Union College		IIB	5	4	3	2	34.9	32.2	30.2	26.7	32.1	5	4	3	3	41.9	38.0	35.8	31.3	38.1
Pepperdine University		IIA	1	1*	1*		63.4	51.0	46.2	-----	57.6	1	1*	1*		81.2	66.0	57.6	-----	73.8
Pitzer College		IIB	1*		1*		61.9	-----	37.5		51.8	1*		1*		78.0	-----	47.4		65.4
Point Loma Nazarene College		IIB	2	2	3	3	45.9	37.4	30.6	24.7	38.5	2	2	3	3	57.4	48.8	38.6	30.8	48.7
Pomona College		IIB	1*	1*	1*		67.2	49.8	39.5	-----	52.7	1*	1*	1*		83.3	61.0	48.6	-----	65.0
Saint Mary's Coll. of Calif.		IIA	2	2	2		58.2	45.5	37.5	-----	45.9	2	2	2		71.9	56.4	45.7	-----	56.6
Santa Clara University		IIA	1*	1*	1*		73.4	53.6	46.3		55.2	1*	1*	1*		89.1	66.7	57.6		68.2
School of Theol.At Claremont		IIA	3				48.2	-----	-----	-----	44.8	3				59.3	-----	-----	-----	54.3
Scripps College		IIB	1	1*	1		59.3	46.1	36.7	-----	48.3	1	1*	1		74.7	58.8	46.6	-----	61.1
Southern California College		IIB	3	1	1	3	43.5	41.3	33.7	24.6	37.2	3	2	2	4	52.5	49.1	40.0	27.9	43.9
Southwestern University		IIA	1*	1*			69.4	51.0		-----	60.5	1*	1			85.9	62.0		-----	74.6
Stanford University	3	I	1*	1*	1*		86.5	61.7	48.3		75.0	1*	1*	1*		103.5	73.9	58.8		90.0
Univ.of Calif.-Berkeley	156	I	1	1	1		78.1	53.0	44.0		66.8	1	2	2		89.2	60.6	50.2		76.4
Univ.of Calif.-Davis	156	I	2	2	2		68.7	48.1	41.5		55.1	3	3	3		78.3	54.9	47.4		62.8
Univ.of Calif.-Irvine	156	I	1	2	1		72.1	50.3	43.4		58.1	2	3	2		83.0	57.9	50.0		66.9
Univ.of Calif.-Los Angeles	156	I	1	1	1		76.4	50.9	43.2		61.1	2	3	3		86.9	58.0	49.2		69.5
Univ.of Calif.-Riverside	156	I	2	3	2		68.6	47.6	40.0		52.0	3	3	4		79.6	55.2	46.4		60.4
Univ.of Calif.-San Diego	156	I	1	2	1		73.0	49.8	42.3		59.3	2	3	3		84.0	57.3	48.6		68.2
Univ.of Calif.-San Francisco	156	I	3	3	3		64.3	46.3	39.7		53.7	3	4	4		73.8	53.2	45.6		61.7
Univ.of Calif.-Santa Barbara	156	I	1	2	2		73.0	48.6	41.9		58.7	2	4	3		82.3	54.8	47.3		66.2
Univ.of Calif.-Santa Cruz	156	I	2	2	2		67.3	48.2	41.0		53.7	3	3	3		78.0	55.8	47.5		62.2
University of La Verne	162	IIA	4	5	5		44.4	34.1	30.2		36.7	5	5	5		53.2	40.0	35.5		43.5
University of the Pacific		IIA	3	3	3	3	49.7	40.8	34.3	27.4	43.1	3	3	3	3	63.1	51.8	43.5	34.7	54.8
University of Redlands		IIA	2	2	2		52.6	42.2	36.2		44.3	2	3	3		64.8	52.4	45.0		54.8
University of San Diego		IIA	1*	1	1*	1	66.4	49.0	42.5	32.1	53.3	1*	1	1	1	82.8	61.7	52.3	43.1	66.5
Univ. of Southern California		I	1	1*	1	1*	78.3	54.8	45.7	45.9	60.9	1	1*	1*	1*	99.0	71.4	59.5	59.7	78.2
Westmont College		IIB	2	2	3		44.3	37.7	30.9	-----	37.4	2	2	3		56.0	47.8	37.9	-----	46.9
Whittier College	179	IIA	1	2	1		62.1	44.0	39.7	-----	49.9	1	2	2		75.5	53.5	46.1	-----	60.0
Woodbury University		IIA		5	3		-----	35.6	33.6	-----	34.7		5	3		-----	43.9	41.6	-----	42.9
COLORADO																				
Adams State College		IIA	4	5	4	2	43.9	36.3	31.3	29.5	36.2	5	5	5	2	52.8	44.5	38.5	36.8	44.1
Colorado College		IIB	1	1	1		56.8	45.5	36.3	-----	47.4	1	1	1		72.8	56.4	45.5	-----	59.7
Colorado Mountain College		III	5	4	5		33.5	32.4	26.5	-----	31.4	5	5	5		40.1	38.9	32.2	-----	37.7
Colorado School of Mines		IIA	1	2	1*		58.4	45.6	42.9	-----	51.7	2	2	1		69.6	55.2	52.1	-----	62.1
Colorado State University	3	I	4	4	3		55.8	42.2	38.4	-----	48.4	5	5	4		66.6	50.4	45.8	-----	57.7
Denver Cons. Baptist Sem.		IIA	5				36.1				36.1	5				45.9				45.9

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY MEN				WOMEN				AVERAGE SALARY BY RANK AND BY SEX MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
26.	95.	24.	2.		2.4	5.9	5.9	----	133	25	20	1	47	33	22	4	61.4	49.1	40.5	----	60.1	47.8	40.1	----
25.	97.	52.	2.		2.3	6.2	6.8	3.9	403	63	53	5	103	49	50	8	61.3	49.3	39.3	----	58.9	47.2	39.5	----
26.	93.	48.	3.		2.1	4.2	6.1	----	339	106	51	2	75	44	68	1	61.3	50.3	40.0	----	59.6	48.7	39.3	----
23.	98.	51.	2.		2.3	4.9	5.7	----	221	48	26	1	58	37	38	6	61.2	50.9	39.9	----	60.6	49.1	39.5	----
25.	ALL	74.	5.		2.4	3.9	4.8	----	197	31	38		29	22	24	1	60.2	48.7	39.4		58.5	47.1	40.8	----
25.	97.	54.	2.		2.3	4.8	4.8	----	389	138	81	1	92	75	81	4	61.0	50.3	42.2	----	59.7	47.9	40.1	----
25.	98.	66.	4.		2.4	4.2	4.9	----	282	82	63		89	46	53	1	61.2	50.3	42.7		60.2	48.9	41.5	----
25.	95.	68.	11.		2.0	5.5	5.4	2.2	430	88	65	5	117	64	71	6	61.2	48.3	41.8	----	59.8	47.3	39.8	----
25.	98.	37.	4.		2.4	5.3	5.7		356	80	79		65	30	51	1	61.6	51.8	42.9		60.2	50.1	41.0	----
25.	ALL	32.			2.2	6.1	6.2		476	63	36		137	45	51		61.5	50.2	41.0		59.5	47.7	39.4	
26.	95.	50.			----	----	----	5.4	14	4	10		7	4	8		60.3	----	43.5		61.2	----	40.6	
25.	97.	81.	16.		2.3	4.0	4.5	----	537	144	62	3	102	92	73	5	60.9	49.4	42.6	----	59.6	47.4	40.8	----
25.	92.	30.	1.		2.4	5.3	5.1	6.1	389	70	67	8	118	75	73	7	60.9	50.5	40.4	32.9	59.2	48.3	40.7	33.0
26.	94.	37.	3.		2.4	4.8	5.7	----	371	164	100	3	90	89	108	8	61.2	50.1	41.6	----	58.6	49.0	40.7	----
25.	97.	50.	9.		2.1	4.7	5.9		144	28	22		46	10	10		60.7	47.5	38.5		60.2	45.7	37.5	
26.	98.	71.			2.4	5.8	6.4	----	105	18	14		23	10	29	2	60.9	47.2	41.8		59.4	47.4	37.8	----
28.	97.	83.			4.3	4.6	4.5		25	26	22	1	7	10	11		50.6	42.3	38.0	----	49.1	41.5	34.5	
20.	88.	82.			8.6	8.2	----		35	13	6		6	4	3		75.8	----	----		71.0	----	----	
24.	ALL	93.	8.		6.7	6.2	5.8	----	28	11	11	2	4	4	2	1	----	----	----	----	----	----	----	----
30.	82.	42.			5.0	7.8	9.1	----	11	5	3	1	11	7	14	1	43.4	----	----	----	43.1	----	----	----
26.																								
20.	72.	40.	3.						23	13	22		6	7	12		63.3	41.4	37.2		67.6	50.0	42.2	
27.	91.	85.			6.1	7.8	9.7		31	11	11		2	2	7		----	----	44.9		----	----	40.8	
29.	99.	69.	6.		8.3	8.8	10.1	----	93	62	55	3	27	18	29	4	69.0	52.5	40.5	----	66.1	50.6	39.0	----
25.																								
33.					----	3.5	----		3	5	2			1			----	----	----			----		
27.	ALL	ALL			12.2	10.1	11.8	----	12	8	8	2	10	8	13	1	60.4	45.1	36.3	----	56.7	44.3	35.1	----
18.	ALL	87.	22.						5	4	3	1	8	11	15	7	----	----	----	----	----	----	----	----
14.									32	12	2	47					----	----	----	----				
15.	87.	52.	3.						112	87	64	2	1	4	8	1	----	----	42.4	----	----	----	39.5	----
27.	98.	89.			3.4	5.1	7.2	----	30	26	19	7	14	10	21	6	62.0	45.9	37.9	31.6	57.8	45.1	38.0	30.5
22.	ALL	ALL	ALL	38.	6.9	9.3	3.8	1.3	36	9	7	11	23	12	11	15	54.7	52.4	45.4	39.6	52.4	44.4	42.0	39.0
12.																								
31.	ALL				3.9	----			7		1		1	1	1		----		----		----	----	----	
19.	97.	50.							31	13	19	3	4	13	13	6	----	32.4	30.3	----	----	32.1	30.2	----
28.	92.	61.			5.7	7.2	8.2	----	110	55	15	1	17	14	6	1	64.1	51.5	47.5	----	58.6	49.1	43.2	----
26.	ALL				5.4	----	6.2		20	1	12		8	3	5		62.7	----	----		59.9	----	----	
27.	55.	13.			6.0	6.0	6.0	----	32	15	12	2	8	8	10	4	46.3	38.0	29.9	----	44.4	36.2	31.3	----
23.	94.	89.			6.3	9.2	12.5	----	50	25	20	2	4	19	21	3	----	50.5	40.1	----	----	48.8	39.0	----
23.	90.	67.	5.		7.7	8.8	3.5		21	29	26	1	10	22	13	1	59.5	46.7	38.1	----	55.5	43.9	36.3	----
23.	95.	91.	6.						74	80	58		7	29	41		74.0	53.9	46.8		66.4	53.0	45.7	
21.	92.				3.3	----	----	----	11		3		2	1	1	1	----		----		----	----	----	----
26.	ALL	88.			6.7	9.4	9.5	----	18	6	6		8	2	13	3	61.5	----	35.9		54.5	----	37.1	----
18.	93.	83.	50.		4.9	11.0	17.4	25.9	13	12	9	4	1		3	2	----	----	----	----	----		----	----
23.	92.				7.5	9.2	----		19	10			6	4		3	[illegible]	----			67.2	----		----
20.	99.	77.			4.4	6.3	6.5		500	122	109		41	23	46		[illegible]	62.5	48.3		73.3	57.5	48.3	
14.	98.	97.							749	159	127		110	68	71		79.1	53.8	45.0		71.2	51.3	42.1	
14.	94.	86.							462	146	164		65	43	91		70.0	48.3	42.2		59.9	47.4	40.3	
15.	98.	92.							266	105	104		37	26	42		73.7	50.8	44.0		60.1	48.3	41.9	
14.	91.	89.							685	183	225		96	78	120		77.6	51.7	43.9		67.3	49.2	41.9	
16.	99.	ALL							171	56	102		18	16	48		69.3	48.5	40.4		62.2	44.5	39.2	
15.	94.	92.							353	102	116		34	29	41		74.0	50.2	43.1		62.7	48.3	40.0	
15.	58.	34.							101	51	30		36	26	34		65.5	45.3	37.7		61.1	48.4	41.5	
13.	99.	98.							337	79	97		34	24	49		74.0	49.3	42.9		62.9	46.4	40.1	
16.	96.	99.							160	46	61		27	28	50		68.2	48.6	41.6		62.0	47.5	40.2	
18.	88.	33.	3.		9.3	12.1	10.2		30	20	23		11	7	15		45.0	33.7	30.7		42.8	35.3	29.4	
27.	96.	57.	4.		6.2	6.6	5.8	----	153	63	56	5	17	19	37	1	49.3	41.4	35.3	----	53.1	38.8	32.7	----
24.	96.	77.	8.						43	17	17		10	13	23		53.0	42.7	35.9		50.8	41.7	36.4	
25.	96.	78.	4.		7.8	13.5	11.0		77	43	26	5	22	31	44	6	67.8	50.1	47.0	----	61.7	47.5	39.9	----
28.	97.	90.	2.	11.	5.9	6.5	6.8	5.2	411	304	214	11	44	84	112	7	79.0	55.8	47.0	47.9	71.6	51.2	43.3	42.7
25.	96.	71.			4.4	5.6	5.4	----	27	11	15	1	1	3	8	3	----	----	31.3	----	----	----	30.1	----
20.	98.	90.	10.		9.8	18.7	12.1	----	36	18	17	2	7	11	13	1	62.1	44.7	36.9	----	62.1	43.0	43.3	----
24.					----	5.6	----			7	5	1	2	4	2			----	----	----	----	----	----	
22.	97.	50.	23.	25.	3.9	4.0	3.9	5.4	28	16	20	8	4	4	15	4	----	----	31.4	----	----	----	31.2	----
26.	ALL	87.			6.0	6.0	6.0	----	55	23	18	1	5	15	18	3	----	46.3	36.6	----	----	44.2	36.0	----
20.									18	18	3	4	3	11	5	1	----	33.5	----	----	----	30.6	----	----
20.	ALL	84.	18.		7.0	7.0	7.0		85	48	20		3	13	2	1	----	46.4	----		----	42.7	----	----
19.	97.	86.	17.						449	228	109		28	51	67	3	56.3	42.6	38.9		47.9	40.5	37.5	----
27.	ALL				2.0				7								----							

APPENDIX I NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR AO AI IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR AO AI IN AR	(4) RATING OF AVERAGE COMP. PR AO AI IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR AO AI IN AR
C O L O R A D O (CONTD)						
Fort Lewis College		IIB	3 3 1 2	42.2 36.2 33.7 27.4 37.6	3 3 2 3	49.6 42.5 39.5 32.2 44.1
Iliff School of Theology		IIA	2	53.7 ----- ----- ----- 47.3	2	66.2 ----- ----- ----- 58.2
Mesa State College		IIB	3 3 3 2	42.6 36.1 30.1 26.5 35.0	3 3 3 2	51.9 44.6 37.8 33.7 43.3
Metro. State Coll.of Denver		IIB	2 2 2 3	45.6 39.6 33.4 25.5 39.9	3 2 2 3	54.3 47.7 40.7 31.9 48.0
Univ. of Colorado, Boulder		I	3 2 2 3	64.2 48.9 40.3 28.1 53.0	3 2 3 4	77.4 59.5 48.7 33.7 64.0
Univ. of Colo. at Colo.Sprgs		IIA	2 3 2 4	52.4 40.3 37.2 25.6 42.9	3 4 2 5	62.7 48.9 45.4 29.9 51.8
Univ. of Colorado at Denver		IIA	2 2 1 2	57.4 44.1 39.8 30.0 45.5	2 2 1 2	67.0 53.7 49.4 39.5 55.0
Univ. of Colo. Hlth. Sci.Ctr	158	IIA	1* 1* 1* 1*	86.8 67.2 51.5 41.4 61.9	1* 1* 1* 1*	105.6 83.5 64.9 52.0 76.9
University of Denver		I	4 4 3 1*	57.2 44.3 39.3 41.8 46.7	4 4 4 1	67.9 53.6 46.5 48.0 55.6
Univ. of Northern Colorado		I	5 5 5 5	47.9 39.3 33.5 24.1 38.7	5 5 5 5	55.9 46.1 39.3 28.6 45.3
University Southern Colorado		IIA	4 4 3 4	45.0 39.3 34.0 25.6 38.4	5 4 4 5	52.8 46.1 39.9 30.0 45.0
Western State College		IIB	2 3 3	45.2 36.3 30.8 ----- 38.2	3 3 3	53.9 43.8 37.7 ----- 46.0
C O N N E C T I C U T						
Albertus Magnus College		IIB	4 4 4 4	38.6 32.0 27.1 24.4 30.4	4 4 4 3	47.0 39.4 32.5 30.5 37.2
Asnuntuck Community College		III	2 1	49.2 ----- 36.9 44.0	2 1	63.3 ----- 49.1 57.4
Central Connecticut St.Univ.	48	IIA	1 1* 1 1*	63.3 50.9 40.3 34.3 51.3	1 1* 1 1*	79.0 64.7 52.4 45.4 65.2
Connecticut College		IIB	1 1 2 1	54.5 42.4 32.5 29.6 43.4	1 1 2 1	69.5 55.7 41.6 37.4 55.9
Connecticut Community Colls.	50	III	1 1 1 1*	53.8 45.2 38.1 33.9 46.2	1 1 1 1*	68.7 59.0 50.6 45.6 59.9
Connecticut Technical Colls.	FN	III	1 1 1	51.0 44.9 38.0 ----- 44.3	1 1 1	65.6 58.6 50.4 ----- 57.9
Eastern Connecticut St.Univ.	69	IIA	1 1 1	64.0 49.1 39.0 52.8	1* 1 1	84.0 63.9 52.1 69.2
Fairfield University		IIA	1* 1* 1* 1*	64.6 52.2 42.7 34.3 51.7	1* 1* 1* 1	83.1 68.3 56.1 43.5 67.2
Greater Hartford Comm. Coll.		III	1 2	51.0 ----- 35.0 ----- 41.8	1 1	65.9 ----- 47.1 ----- 55.0
Hartford Graduate Center		IIA	1 1* 1*	64.2 57.8 47.8 55.4	1 1* 1*	79.3 73.0 60.3 69.3
Housatonic Community College		III	1	54.3 ----- ----- ----- 50.7	1	69.7 ----- ----- ----- 65.4
Manchester Community College		III	1 1 1 1*	54.2 44.2 38.1 34.4 45.8	1 1 1 1*	69.7 57.8 50.6 46.1 59.7
Mattatuck Community College		III	1 1 1	53.9 44.6 39.6 ----- 47.9	1 1 1*	68.9 58.0 52.5 ----- 61.9
Middlesex Community College		III	1 1 1*	54.8 45.5 40.3 ----- 48.3	1 1 1	70.0 59.2 50.0 ----- 61.6
Mohegan Community College		III	1 1 1	55.0 42.8 37.2 ----- 45.5	1 1 1	69.6 56.0 49.4 ----- 58.8
Northwestern Conn.Comm.Coll.		III	1 1 1	55.3 43.7 38.5 ----- 45.8	1* 1 1	71.0 57.3 51.1 ----- 59.8
Norwalk Community College		III	1 1* 1 1	54.3 49.7 39.2 32.6 47.7	2 1 1 1	65.0 60.0 48.7 41.5 57.8
Quinebaug Valley Comm. Coll.		III	1	52.2 ----- ----- ----- 43.1	1	67.4 ----- ----- ----- 56.4
Quinnipiac College	22	IIB	1 1 1 1	56.6 44.8 36.8 32.2 46.0	1 1 1* 1	72.7 58.5 48.0 40.0 59.5
Sacred Heart University		IIB	2 2 1	48.2 39.6 33.8 ----- 38.9	2 2 1	58.2 49.6 42.9 ----- 48.6
Saint Joseph College		IIA	2 2 2	55.5 44.3 37.0 ----- 40.9	2 2 3	66.4 53.2 43.7 ----- 48.8
South Central Comm. College		III	1 1 1*	52.9 ----- 39.5 34.5 45.4	1 1* 1*	67.7 ----- 52.3 46.5 59.1
Southern Conn. State Univ.	152	IIA	1 1 1* 1	61.5 49.7 42.7 31.6 52.5	1 1 1* 1	76.8 63.3 55.7 42.4 66.6
Teikyo Post University		IIB	2 1	----- 37.9 33.8 ----- 38.8	1 1	----- 51.3 46.4 ----- 52.6
Trinity College		IIB	1* 1* 1*	63.4 47.0 37.5 ----- 50.2	1* 1* 1	81.5 60.6 46.7 ----- 63.9
Tunxis Community College		III	1 1 1*	54.6 ----- 37.7 33.9 44.4	1 1 1*	69.9 ----- 50.0 45.5 57.9
University of Bridgeport		IIA	3 3 3 3	50.4 40.4 35.3 28.0 42.3	3 3 2 3	64.3 52.0 46.1 36.5 54.4
University of Connecticut	159	I	2 1 1 1*	69.2 52.4 42.6 42.2 57.7	2 1 1 1*	85.2 67.0 55.7 55.2 72.6
University of Hartford	13	IIA	2 2 1	56.4 45.3 38.7 ----- 44.1	2 2 1	70.8 57.7 50.0 ----- 56.3
University of New Haven		IIA	3 2 2	49.2 44.2 36.2 ----- 44.6	3 2 2	61.3 55.2 46.0 ----- 55.9
Wesleyan University		IIA	1* 1 1	69.3 47.5 39.7 56.4	1* 1 1	90.6 61.8 51.1 73.4
Western Conn. State Univ.	175	IIA	1 1* 1	62.0 50.9 40.7 ----- 54.8	1 1* 1*	80.9 67.8 55.4 ----- 72.3
Yale University		I	1* 2 2 1	86.1 50.7 40.6 36.9 65.1	1* 2 2 2	104.5 61.9 49.6 42.9 79.0
D E L A W A R E						
Delaware State College	13	IIA	3 3 4 3	48.3 40.0 33.0 27.6 36.1	3 3 3 3	63.1 50.5 42.9 35.8 46.5
Goldey Beacom College	77	IIB	5 3	----- 29.6 30.9 ----- 32.0	4 3	----- 39.8 38.6 ----- 41.0
University of Delaware		I	2 2 3 3	66.2 48.4 38.9 27.9 49.9	2 1 2 3	84.8 63.5 51.5 38.4 65.1
Wesley College		IIB	3 3 3 3	42.2 34.7 30.5 25.9 33.7	3 3 4 4	53.6 42.3 35.4 28.7 40.5
DISTRICT OF COLUMBIA						
American University	33	I	2 1 2 3	71.0 51.2 41.6 27.6 53.2	2 2 3 4	85.5 63.2 49.4 31.9 63.9
Catholic Univ. of America		I	4 4 5	59.1 43.3 35.0 ----- 45.1	4 5 5	68.5 50.8 41.8 ----- 52.9
Gallaudet University		IIA	1 2 1 2	60.7 45.7 38.6 30.4 45.2	1 1 1 2	79.0 60.7 51.7 39.0 59.5
George Washington University		I	2 2 2 2	68.3 50.3 40.3 31.9 56.2	2 2 3 3	81.5 60.1 48.3 38.1 67.1
Georgetown University		I	1 1 2 1	80.3 52.8 40.5 39.8 58.4	1* 1 2 1	101.0 67.5 51.6 51.1 74.0
Howard University		I	3 4 4 3	61.1 44.4 37.1 29.6 45.8	4 4 4 3	72.8 53.6 44.9 38.2 55.3
Mount Vernon College		IIB	3 3	----- 35.2 28.9 32.7	3 3	----- 43.4 38.2 41.8
Trinity College		IIB	3 4 5	40.0 30.3 26.0 ----- 31.4	4 5 5	46.8 35.7 31.3 ----- 37.2
F L O R I D A						
Barry University		IIA	4 3 4 3	44.7 39.7 32.5 27.1 37.2	4 4 4 4	55.3 48.3 39.6 32.0 45.5
Eckerd College		IIB	2 2 2	45.8 38.4 32.0 39.0	2 2 1	57.6 49.4 41.9 50.0
Embry-Riddle Aero University	63	IIA	4 4 4 5	46.7 37.8 31.6 20.6 36.8	4 4 4 5	57.5 47.1 39.8 27.0 45.9

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY MEN				WOMEN				AVERAGE SALARY BY RANK AND BY SEX MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
17.	ALL	94.	11.		5.7	5.1	5.0	----	57	26	29	4	15	7	26	3	43.2	36.6	35.0	----	38.8	34.6	32.2	----
23.	ALL				4.9	----	----		11	3	1			2	1	1	----	----	----			----	----	----
24.	98.	50.	42.	67.					40	24	25	4	9	6	13	2	43.2	34.8	31.0	----	39.6	41.3	28.5	----
20.	96.	70.	22.	10.	3.0	5.5	4.5	11.1	121	73	60	3	34	18	45	7	46.0	39.6	34.3	----	44.0	39.6	32.2	----
21.	99.	87.	6.	3.	4.9	6.6	5.6	4.7	398	208	131	13	31	79	78	17	64.2	49.7	40.9	27.8	65.0	46.9	39.3	28.4
21.	96.	72.	3.						49	45	20	5	5	12	16	4	----	41.0	39.0	----	----	37.8	35.1	----
21.	90.	84.	3.		3.9	4.7	4.6	3.0	88	86	69	20	11	24	43	6	58.0	45.2	40.4	30.1	53.2	40.4	38.9	29.3
24.	84.	56.	0.		4.4	5.4	5.0	4.7	177	146	177	59	16	51	134	67	88.7	71.6	55.2	50.7	65.8	54.3	46.6	33.1
19.	95.	90.	5.		5.5	6.2	6.7	----	120	79	62	4	16	25	42	2	58.2	44.7	39.3	----	49.6	42.8	39.3	----
17.	97.	80.	13.		3.4	4.5	7.2	9.4	116	85	65	6	24	33	67	22	48.5	39.9	35.4	23.8	45.1	37.9	31.7	24.2
17.	98.	86.	33.		4.2	4.3	4.4	5.4	47	43	36	4	5	7	22	7	----	39.8	35.0	----	----	36.7	32.4	----
20.	98.	41.	38.						42	16	19	4	2	6	7	1	----	36.6	31.1	----	----	35.5	30.1	----
22.	ALL	82.			0.0	0.0	0.0	0.0	1	7	7	1	5	4	2	5	----	----	----	----	----	----	----	----
30.	91.		25.		7.3	----	9.1	----	7	3	2		4		6		----	----	----		----		----	
27.	98.	83.	30.	11.					111	97	68	12	23	35	43	7	63.7	51.0	40.7	34.2	61.5	50.5	39.7	34.4
29.	96.	91.	3.		6.9	6.1	6.9	----	36	29	24	7	19	14	15	2	54.3	42.3	32.2	----	55.0	42.5	33.1	----
30.	99.	86.	35.	11.					186	49	61	26	89	39	78	40	54.6	45.3	38.9	34.5	52.1	45.0	37.5	33.6
31.	ALL	ALL	88.						54	45	44	1	4	10	13	3	----	45.1	38.2	----	----	44.1	37.4	----
31.	ALL	84.	9.		9.1	9.7	7.6		39	32	13		7	24	9		64.0	50.8	40.0		63.8	47.0	37.7	
30.	98.	94.	38.		9.2	10.5	9.6	----	48	37	41	6	11	12	35		65.0	52.8	44.7	----	62.8	50.0	40.4	
31.	ALL		60.		8.6	----	8.7	----	19	1	6	2	3	4	9	3	----	----	35.9	----	----	----	34.5	----
25.	9.				0.0	0.0	0.0		11	7	10				3		----	----	----				----	
29.	ALL								22	5	4	1	7			3	55.1	----	----	----	51.8			----
30.	ALL	75.	24.		7.6	4.9	7.0	8.2	32	8	10	5	13	8	15	9	55.0	45.0	38.0	----	52.1	43.3	38.2	----
29.	98.	91.	36.						26	5	8	1	14	6	6	4	54.5	----	40.0	----	52.9	----	39.0	----
28.	ALL	90.	40.						18	5	6		8	5	4	4	55.8	----	----		52.5	----	----	----
29.	ALL	17.	8.						15	4	2	1	5	2	10	4	----	----	----	----	----	----	----	----
31.	ALL	ALL	50.						11	5	5	1	2	4	3	3	----	----	----	----	----	----	----	----
21.	ALL	ALL	42.	17.					10	6	6	4	15	7	6	2	54.4	46.4	40.2	----	54.3	52.5	38.3	----
31.	ALL								5	2	2	1	3		3	3	----	----	----	----	----		----	----
29.	92.	78.	20.		8.2	7.2	7.4	7.6	53	28	24		9	8	32	7	56.9	45.2	37.1		55.0	43.2	36.6	----
25.	ALL	57.	6.		6.3	7.5	20.5	----	13	29	18	1	6	17	17	2	48.0	40.1	33.8	----	48.5	38.7	33.8	----
19.	ALL	81.			----	31.9	25.1	----	4	11	8		2	16	21	5	----	44.5	35.6		----	44.1	37.5	----
30.	ALL		50.		7.5	7.9	7.3	8.2	12	3	4	5	8		6	4	53.7	----	----	----	51.8		----	----
27.	ALL	80.	35.	14.					123	83	53	4	44	46	48	3	62.0	49.8	45.5	----	59.8	49.4	39.6	----
36.									4	6	4		1	7	3	2	----	38.5	----		----	37.5	----	----
27.	95.	88.			5.3	6.4	8.6		49	21	26	1	10	13	19		64.6	48.3	38.7	----	57.9	44.8	35.8	
30.	ALL		31.						9	2	6	5	7	3	10	1	55.6	----	37.6	----	53.3	----	37.8	----
29.	94.	59.	8.						55	32	21	6	9	7	15	7	48.6	40.5	37.7	25.7	60.9	40.2	32.0	30.0
26.	97.	82.	16.						466	225	142	9	64	72	103	5	69.9	52.8	43.1	----	64.0	51.1	41.9	----
28.	89.	84.	9.		7.3	8.0	7.7	----	60	96	74	3	4	23	55		----	45.6	39.4	----	----	44.3	37.8	
25.	92.	65.	18.		0.1	0.3	0.3	----	69	34	21	1	6	6	7		49.5	44.8	37.5	----	44.7	40.7	32.5	
30.	96.	83.			6.4	6.5	7.1	----	111	29	40		19	24	29		69.9	48.8	40.0		66.3	46.0	39.3	
32.	87.	68.	27.						65	35	16	1	27	22	14		62.5	51.7	40.8	----	60.8	49.6	40.5	
21.	99.	19.			5.9	7.4	6.5	----	360	83	120	6	36	35	87	1	86.7	52.3	42.0	----	79.8	46.9	38.8	----
29.	84.	37.	45.						18	32	34	14	7	9	24	20	48.6	39.9	32.9	27.7	47.5	40.4	33.1	27.5
28.									4	8	5	1	1	5	3	1	----	----	----	----	----	----	----	----
30.	99.	93.			7.3	8.3	8.1	7.0	288	219	137	19	35	89	112	36	67.2	49.0	40.5	30.6	58.6	47.0	37.0	26.4
20.	92.	40.	10.		8.8	6.5	5.0	----	7	3	15	2	5	7	5	4	----	----	----	----	----	----	----	----
20.	98.	81.	5.		4.9	5.5	5.0	5.9	141	78	89	19	31	18	66	24	70.8	51.1	42.2	30.3	72.0	51.6	40.9	25.4
17.	98.	82.	7.						96	111	63	1	15	38	59	3	59.9	43.6	35.5	----	54.2	42.6	34.5	----
32.	99.	80.	31.	2.	6.0	7.3	6.0	6.7	50	39	26	8	27	35	38	37	62.8	48.6	38.7	28.2	56.7	42.5	38.6	30.8
19.	93.	60.	8.		3.6	5.4	6.1	8.4	270	115	77	2	38	44	72	15	69.6	51.3	42.6	----	58.8	47.7	37.9	----
27.	84.	86.	15.		6.0	7.6	8.5	8.8	156	112	83	9	20	45	61	13	80.9	52.6	41.9	40.1	75.8	53.3	38.5	39.6
21.	99.	87.	12.		5.1	5.4	6.1	7.2	202	173	119	37	38	106	92	27	61.1	45.4	38.0	29.0	61.0	42.8	35.8	30.5
28.		ALL	6.		----	0.0	0.7		2	3	6		1	7	12		----	----	28.2		----	----	29.3	
19.	94.	75.			7.8	10.7	10.0	----	4	5	3	1	12	11	14	2	----	----	----	----	----	----	----	----
22.					4.3	4.9	5.7	6.8	18	41	35	5	19	26	40	4	45.1	40.4	33.5	----	44.3	38.5	31.6	----
28.	ALL	87.	17.		5.4	5.2	5.2		25	17	18		7	6	11		47.0	39.3	33.0		41.3	36.0	30.3	
25.	81.	48.	10.		5.0	5.0	5.0	5.0	55	104	117	6	8	15	7		48.2	37.6	31.8	----	36.0	39.3	28.9	

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
F L O R I D A (CONTD)																				
Barry University		IIA	4	3	4	3	44.7	39.7	32.5	27.1	37.2	4	4	4	4	55.3	48.3	39.6	32.0	45.5
Florida Atlantic University	35	IIA	2	2	1	1	57.5	42.6	38.8	31.6	47.1	1	2	1	1	73.6	55.3	53.4	41.5	61.5
Florida Internat'l Univ.	68	IIA	2	2	1	2	56.0	42.7	38.2	29.9	43.1	1	2	1	2	73.1	56.2	49.7	39.0	56.4
Florida Southern College		IIB	3	3	3	3	40.5	34.2	30.1	25.9	33.9	3	3	3	3	50.9	43.2	37.3	30.7	42.4
Florida State University	35	I	4	5	4	5	56.0	40.1	36.4	24.6	46.4	4	4	3	4	71.4	51.9	47.4	32.2	59.6
Jacksonville University		IIB	3	4	3		39.6	32.9	30.8		34.2	3	4	3		49.5	40.4	36.9		42.0
Manatee Community College	97	III	4	4	5	5	40.2	33.0	27.2	22.2	29.3	3	4	4	5	51.8	42.8	35.6	29.4	38.2
Miami-Dade Community College	101	III	3	3	4	4	42.6	35.2	29.4	25.5	35.6	2	3	3	3	57.1	48.0	40.4	35.5	48.4
Pensacola Junior College		III	5	5	4	4	35.4	31.5	27.6	24.6	30.0	5	4	4	4	45.7	40.9	36.1	32.4	39.0
Rollins College		IIA	2	3	5	5	52.4	41.0	30.1	22.1	42.1	3	4	5	5	63.1	48.7	35.2	25.4	50.2
St.John Vianney College Sem.		IIB							-----		-----							-----		-----
Saint Leo College		IIB	5	4	4		35.0	30.5	27.7	-----	30.1	4	4	4		42.5	37.2	34.0	-----	36.8
St. Thomas University		IIB	3	1*	2		43.0	48.6	31.4	-----	37.9	3	1	3		50.6	57.7	37.4	-----	44.9
Stetson Univ., John B.	136	IIA	2	3	3		55.3	41.0	34.4	-----	43.8	2	3	3		71.1	52.1	43.4	-----	55.6
University Central Florida	35	IIA	2	3	2	4	54.7	41.8	36.2	25.9	42.8	2	3	2	4	67.4	52.2	45.5	33.0	53.3
University of Florida	35	I	4	4	3	2	60.3	42.2	38.1	32.6	47.4	3	4	2	2	76.7	54.6	49.7	42.8	60.9
University of Miami		I	3	3	3	3	62.4	45.6	39.2	27.7	46.9	2	3	3	3	81.2	58.4	49.1	34.8	60.4
University of North Florida	35	IIB	1	2	1	3	49.4	39.1	35.4	26.2	40.3	1	1	1	2	64.0	50.9	46.0	34.6	52.4
University of South Florida	167	I	4	4	4	3	56.8	41.6	35.8	29.5	44.6	4	4	5	3	71.5	53.5	43.8	36.5	56.1
University of Tampa		IIB	3	3	1	4	42.8	35.3	33.5	23.2	35.8	3	3	2	4	51.5	43.0	40.4	27.7	43.2
University of West Florida	171	IIA	3	4	3	3	48.2	38.9	34.9	27.1	38.7	3	3	3	3	60.8	49.3	44.6	34.5	49.1
Warner Southern College		IIB		5			-----	26.8	-----		26.2		5			-----	30.6	-----		30.9
G E O R G I A																				
Agnes Scott College		IIB	2	2	2		48.3	39.0	32.4	-----	39.3	2	2	2		59.8	48.8	39.9	-----	48.8
Albany State College	5	IIB	3	2	3	4	41.0	38.3	30.5	24.3	34.3	3	2	2	3	52.7	48.3	39.4	31.4	44.1
Armstrong State College	5	IIB	2	3	3	3	44.3	36.3	30.1	25.8	34.5	2	2	3	3	56.3	46.1	38.4	32.3	43.8
Augusta College		IIB	2	2	1	3	48.7	37.9	33.8	25.0	37.7	2	2	1	3	61.6	48.4	42.6	31.6	47.8
Berry College	9	IIB	2	2	2		49.0	37.4	32.0	-----	37.8	2	2	2		61.0	47.4	40.2	-----	47.4
Brunswick College	5	III	3	4	3	3	41.9	34.2	30.3	26.6	31.1	3	4	3	2	53.8	45.2	39.7	36.2	41.2
Columbia Theological Sem.		IIA	5				41.1	-----		-----	39.2	3				61.7	-----		-----	58.8
Columbus College	5	IIA	5	4	4	4	43.4	36.8	32.9	26.2	38.1	4	4	3	3	56.1	47.6	42.5	33.7	49.2
Covenant College		IIB	4	3			38.8	34.3	-----		35.8	4	3			47.5	45.8	-----		45.1
DeKalb College	5	III	3	3	4	4	42.4	37.4	30.0	25.6	30.8	3	3	4	4	53.0	47.2	38.1	32.8	39.1
East Georgia College	3	III		4	3		-----	34.6	30.5	-----	32.3		3	3		-----	46.2	40.1	-----	42.5
Emory University		I	2	2	3	1	70.6	49.0	39.6	38.6	54.8	1	2	2	1	87.2	61.3	50.0	47.9	68.2
Floyd College	5	III	3	4	4	4	42.5	32.3	29.8	24.2	31.9	3	4	4	4	54.1	42.1	37.8	31.0	40.8
Gainesville College	5	III	3	4	4	4	42.5	34.9	29.1	25.0	31.4	3	4	4	4	54.5	43.7	36.6	31.4	39.6
Georgia College		IIA	5	5	4	4	43.2	35.6	32.7	24.8	35.6	4	4	3	4	54.4	45.5	41.9	31.2	45.3
Georgia Institute of Tech.	3	I	3	2	1	4	64.6	48.0	43.5	24.9	52.7	2	2	1	4	81.4	61.6	55.9	32.7	67.1
Georgia Southern University	5	IIA	4	4	4	4	46.1	38.1	31.0	24.6	34.1	4	4	4	4	58.4	48.0	39.2	30.9	43.1
Georgia Southwestern College	3	IIB	3	2	2		42.8	37.1	31.4	-----	37.1	2	2	2		54.7	47.8	41.0	-----	47.8
Georgia State University		I	3	4	4	4	60.7	44.1	37.1	27.1	46.8	3	3	4	3	74.3	54.9	46.6	34.7	58.0
Interdenominat'l Theol. Ctr.		IIA	5	5			39.8	33.6	-----		35.6	5	5			50.0	43.4	-----		45.4
Kennesaw State College		IIA	3	3	4	4	50.2	39.9	32.8	25.3	37.4	3	3	4	4	62.5	50.0	41.1	32.0	46.8
Macon College	5	III	4	4	4	4	39.8	33.8	29.1	25.1	31.0	4	4	4	4	50.4	43.3	37.8	32.8	40.0
Mercer University-Entire	99	IIA	2	4	3	4	53.0	38.6	33.5	26.2	40.8	3	4	4	4	63.2	46.8	40.9	32.4	49.2
Middle Georgia College	5	III	4	4	4	4	37.4	34.2	28.5	24.4	31.5	4	4	4	4	48.7	44.8	37.9	32.8	41.5
Oglethorpe University		IIB	2	1	2		47.5	42.7	33.0		41.7	2	2	2		58.5	50.8	40.7		51.0
Paine College		IIB	5	5	5	5	28.7	25.9	22.3	19.4	23.9	5	5	5	5	33.8	29.9	26.1	23.4	28.0
Piedmont College		IIB	4	4	4		39.2	31.4	28.2		31.6	4	5	4		45.3	36.5	32.7		36.4
Reinhardt College		III	5	5		5	30.2	29.5	-----	21.7	25.7	5	5		5	34.9	34.1	-----	25.4	29.9
Savannah State College	5	IIB	2	3	3	2	44.9	35.4	31.2	28.2	36.5	2	3	2	2	57.1	45.2	39.9	35.8	46.6
Shorter College		IIB	4	5	4	5	35.9	29.9	28.7	22.2	29.7	4	5	4	5	43.1	35.7	34.2	26.8	35.6
Southern Coll. of Technology	3	IIB	3	3	2		42.6	35.8	33.3	-----	37.0	2	3	1		54.6	45.9	42.9	-----	47.6
Thomas College		IIB					-----	-----	-----		19.7					-----	-----	-----		22.2
University of Georgia		I	4	4	4	5	58.7	41.6	35.8	24.3	45.7	4	4	4	5	72.4	52.3	45.1	30.7	56.9
Valdosta State College	13	IIA	4	4	4	3	46.0	37.5	32.1	27.8	37.1	4	4	4	3	57.9	47.8	41.3	36.2	47.4
West Georgia College		IIA	4	4	3	4	45.3	36.8	34.0	25.1	38.0	4	4	3	4	56.9	47.0	43.2	32.2	48.1
H A W A I I																				
Univ. of Hawaii at Manoa	16	I	2	2	1	1	67.7	50.6	42.5	30.5	53.7	3	2	2	2	79.4	60.5	51.2	40.9	63.8
Univ. of Hawaii at Hilo	16	IIB	1	1	1*		53.7	43.3	37.5	-----	44.6	1	1	1		64.1	52.2	45.5	-----	53.7
Univ. of Hawaii-West Oahu	16	IIB			1		-----	-----	36.7		41.5			1		-----	-----	44.6		50.1
I D A H O																				
Albertson Coll. of Idaho		IIB	3	4	5		40.8	30.6	24.9	-----	32.3	3	4	4		49.2	38.3	32.2	-----	40.1
Boise State University		IIA	5	4	3	3	43.3	37.3	33.6	27.7	37.6	5	4	3	3	53.7	46.5	42.0	35.1	46.8
Idaho State University	82	IIA	4	4	4	3	44.0	37.9	32.1	28.0	35.4	4	4	4	3	54.5	47.3	40.3	35.5	44.3

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY MEN				WOMEN				AVERAGE SALARY BY RANK AND BY SEX MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
28.	88.	69.	14.		2.7	3.0	4.4	2.0	74	73	80	16	19	37	58	14	50.2	42.1	36.3	30.6	45.8	39.8	33.6	26.4
31.	93.	77.	9.		3.8	2.8	2.1	1.8	147	98	69	4	14	34	41	7	57.4	43.3	40.1	----	58.5	40.6	36.5	----
31.	93.	90.	6.		3.7	3.6	2.7	2.5	146	179	126	26	23	71	78	43	56.2	43.3	39.7	30.8	54.5	41.0	35.7	29.4
25.	23.	15.							27	14	26	2	4	6	16	4	----	35.0	30.9	----	----	32.3	28.8	----
28.	97.	88.	1.		3.3	3.6	3.4	5.1	439	209	141	9	56	98	87	14	56.6	41.3	37.3	25.5	51.3	37.6	34.9	24.0
23.	ALL	76.	31.		2.4	3.1	7.4		28	22	24		8	7	15		39.4	32.2	29.4		40.0	35.4	33.1	
30.	ALL	ALL	67.	13.					20	15	21	22	13	12	18	24	40.5	33.3	27.4	22.1	39.9	32.5	26.9	22.3
36.	99.	95.	51.	8.					215	127	71	41	93	130	63	75	43.2	36.1	30.0	25.4	41.0	34.3	28.7	25.6
30.	ALL	ALL	72.	87.					36	26	32	20	27	27	25	32	36.2	32.0	28.3	25.3	34.3	31.0	26.6	24.2
19.	90.	77.	65.		4.9	7.7	7.1	6.6	55	42	15	5	14	15	19	7	54.4	41.2	30.2	----	44.4	40.5	30.0	----
---							----				2				1				----				----	
22.	92.	ALL	29.		0.0	0.0	0.0	----	11	9	12		2	6	5	3	----	30.2	----		----	31.0	----	----
19.	67.	6.	3.		4.0	4.0	4.0	----	12	13	26		6	3	13	1	45.9	----	32.2		37.2	----	29.8	----
27.	99.	82.	10.		3.1	3.3	4.4	----	56	26	36	1	12	12	22	3	56.8	43.2	35.2	----	48.5	36.1	33.0	----
24.	95.	84.	14.						165	158	127	14	16	44	49	32	55.4	42.7	37.0	24.5	47.5	38.6	34.1	26.6
29.	96.	86.	5.		4.6	6.9	7.0	5.4	860	525	355	30	75	121	156	73	61.0	42.4	39.4	36.8	52.3	41.1	35.3	30.9
29.	96.	77.	9.		6.5	7.6	8.6	8.3	262	146	104	7	35	38	33	12	62.6	46.1	40.1	26.9	61.5	43.4	36.3	28.2
30.	97.	86.	14.		3.0	2.5	1.8	3.6	60	60	30	5	8	28	27	12	50.1	39.8	36.8	----	44.8	37.6	33.8	----
26.	92.	80.	7.		5.2	3.5	4.9	5.6	343	243	149	26	44	91	102	36	57.3	42.3	36.6	31.1	53.1	39.5	34.6	28.3
21.	85.	88.			4.8	6.4	8.4	----	31	26	21	4	9	6	12	7	43.5	36.2	37.1	----	40.2	31.0	27.2	----
27.	ALL	99.	90.	24.	3.5	2.9	3.7	2.1	56	56	39	14	5	16	29	15	----	39.5	36.0	27.5	----	36.7	33.3	26.7
18.		50.			----	8.6	----		3	5	5			1			----	----	----			----		
24.	ALL	92.	11.		5.2	5,5	9.1	----	10	10	5		8	14	14	2	48.9	39.2	----		47.5	38.8	----	----
28.	95.	71.	56.		1.5	1.5	1.5	1.1	29	15	37	2	10	9	27	9	40.3	38.1	29.8	----	43.0	38.6	31.4	----
27.	93.	68.	38.						37	10	42	4	4	15	45	4	----	35.2	30.4	----	----	37.0	29.9	----
27.	90.	80.	19.		1.6	2.9	2.1	3.0	34	30	34	6	7	20	34	9	49.4	38.4	33.1	25.7	45.5	37.1	34.5	24.5
26.	89.	68.	10.		5.9	7.2	7.1	----	25	20	22	1	2	2	17	3	----	----	32.5	----	----	----	31.3	----
32.	ALL	88.	24.		1.2	2.1	3.1	2.2	4	5	9	6	3	3	8	13	----	----	30.7	27.5	----	----	29.9	26.2
50.	ALL				4.0	----			12	2		1	2	1			----	----		----	----	----		
29.	95.	80.	12.		1.7	1.3	1.9	----	58	37	19	3	15	19	23	6	44.1	36.7	34.4	----	41.0	37.2	31.8	----
26.	50.	27.			6.0	6.8	----		20	11	5						----	----	----					
27.	86.	78.	17.						10	30	39	35	12	35	47	83	42.4	38.5	31.4	25.8	42.3	36.5	28.8	25.6
32.		ALL	22.		----	1.6	2.0	----		6	8	1	1		1	1		----	----	----	----		----	----
24.	98.	83.			5.4	5.7	7.6	4.5	166	108	64	9	28	45	66	4	72.1	49.9	41.4	----	61.7	46.8	37.9	----
28.	ALL	77.	10.		1.4	2.4	1.5	1.9	9	7	10	3	4	6	10	10	----	33.6	30.2	----	----	30.7	29.3	----
26.	91.	85.	21.		1.1	2.3	1.5	3.9	7	9	12	8	4	11	21	10	----	35.9	31.3	24.8	----	34.1	27.8	25.1
27.	88.	64.	19.	17.	1.3	1.6	1.8	3.0	31	23	31	4	10	16	32	8	44.2	35.0	33.3	----	40.3	36.5	32.2	----
27.	92.	79.	4.		1.0	2.1	2.3	0.3	231	169	133	8	6	28	23	8	64.9	49.0	44.2	29.0	52.6	42.0	39.7	20.9
26.	88.	69.	26.		8.3	7.6	8.7	9.2	87	86	130	33	14	33	108	66	46.6	38.9	31.8	24.1	42.8	36.0	29.9	24.8
29.	ALL	86.	34.						37	16	21	3	8	5	20	1	43.4	----	31.8	----	40.4	----	31.0	----
24.	96.	86.	10.		1.6	1.7	2.1	3.0	218	174	109	12	32	86	103	25	61.3	44.9	38.7	24.4	56.2	42.3	35.4	28.4
28.	86.	67.			4.0	8.9	----		6	9			1		2		----	----			----		----	
25.	90.	48.	11.						34	59	37	22	24	42	54	26	52.3	40.5	34.7	26.0	47.3	39.0	31.4	24.7
29.	92.	71.	24.		1.3	1.5	1.6	2.7	19	8	23	6	7	9	31	23	40.8	35.3	28.4	26.9	37.0	32.5	29.6	24.6
21.	93.	66.	9.						67	57	38	6	7	14	36	9	53.2	39.0	34.4	26.0	50.8	37.1	32.6	26.4
32.	88.	96.	41.		3.0	7.1	7.7	----	7	18	8	3	1	5	9	5	----	----	29.8	----	----	----	27.4	----
22.	ALL	33.	9.		9.1	11.0	12.0		16	5	7		4	1	4		----	----	----		----	----	----	
17.	71.	27.	19.		3.9	5.6	4.3	4.0	6	12	8	3	1	3	8	6	----	----	23.3	----	----	----	21.3	----
15.	83.	83.			----	14.1	7.0		6	11	7			1	6		----	----	29.5			----	26.7	
16.	ALL	86.			5.1	6.2	----	5.6	4	3	1	5	2	4	4	5	----	----	----	----	----	----	----	----
28.	94.	60.	19.		2.2	0.8	1.1	----	29	26	27	4	6	17	10	2	45.6	36.3	32.2	----	41.2	34.1	28.7	----
20.	ALL	75.	11.		6.0	5.5	3.5	5.0	9	9	19	4	5	3	8	4	----	----	29.1	----	----	----	27.8	----
28.	95.	78.	15.		1.2	2.0	2.2	----	37	45	30	1	5	9	9	1	----	36.6	33.1	----	----	31.7	33.9	----
13.					----	----	----		4	4	2			1	2		----	----	----			----	----	
25.	95.	91.	6.		1.6	2.5	2.9	4.7	591	438	298	30	50	105	167	44	59.0	41.7	36.7	23.8	56.0	41.4	34.2	24.7
28.	86.	65.	29.						61	63	66	6	19	16	39	16	47.3	37.9	33.8	26.3	41.6	36.0	29.2	28.3
27.	85.	85.	20.		1.5	2.8	2.5	3.1	77	39	40	11	15	16	34	14	45.7	37.4	34.8	24.8	43.2	35.3	33.0	25.3
19.	95.	81.	11.	8.	10.0	9.3	9.0	10.6	369	220	146	17	50	77	119	82	68.5	50.9	43.9	33.3	62.0	49.8	40.8	33.6
20.	98.	89.	17.		7.0	9.8	9.6	----	42	28	25	2	2	16	11	3	----	44.3	37.8	----	----	41.6	36.8	----
21.					----	----	----		4	3	4		1		2		----	----	----		----		----	
24.	87.	35.			5.1	5.0	5.0	----	15	12	11	2		5	2		----	----	----	----		----	----	
25.	98.	83.	20.		4.6	5.4	4.9	6.8	136	67	56	2	23	29	39	7	43.4	38.2	34.8	----	42.6	35.4	31.8	----
25.	98.	80.	4.	45.	5.5	6.5	5.6	5.2	99	62	68	72	15	21	46	38	44.7	38.4	32.7	29.6	39.4	36.4	31.1	25.0

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
I D A H O (CONTD)																				
Lewis-Clark State College	91	IIB	4	4	4		38.6	32.5	27.3	-----	31.9	4	4	4		47.8	40.4	34.4	-----	39.8
Northwest Nazarene College		IIB									29.8									38.4
University of Idaho		I	5	5	4	4	49.4	39.7	36.6	27.3	42.5	5	5	4	4	60.4	49.0	45.2	34.3	52.2
I L L I N O I S																				
Augustana College		IIB	1	1	2	2	51.4	41.1	33.1	28.6	39.4	1	1	2	2	63.9	50.9	41.1	35.2	48.9
Aurora University		IIB	3	3	3	1	40.0	36.2	31.2	29.0	34.5	4	3	3	2	48.5	44.4	35.9	34.4	40.9
Barat College		IIB	2	4	3		44.1	32.6	29.9	-----	33.7	3	4	4		51.9	38.1	35.2	-----	39.7
Blackburn University		IIB									29.8									35.9
Bradley University		IIA	2	2	2	4	54.6	44.2	37.0	25.7	42.9	3	2	2	3	64.5	53.4	45.6	33.4	52.0
Chicago Theological Seminary		IIA	3				50.0	-----	-----		46.6	2				65.6	-----	-----		60.9
College of Saint Francis		IIB	3	2	1		42.4	39.1	33.6	-----	36.9	3	2	2		50.5	46.8	40.5	-----	44.3
Columbia College		IIB									38.0									47.5
Concordia University		IIB	4	4	5		35.6	30.9	25.6	-----	30.6	4	4	4		42.8	38.6	33.2	-----	38.1
DePaul University		IIA	1	1	1	1	63.9	48.4	41.1	33.4	48.0	1	1	1	1	78.6	60.6	50.7	41.5	59.5
Eastern Illinois University	59	IIA	5	5	4	5	42.4	35.2	32.7	22.7	35.4	5	5	5	5	48.7	40.8	37.9	27.1	41.0
Elmhurst College		IIB	2	2	2	2	48.0	39.8	31.9	28.9	37.8	1	1	2	2	62.4	51.3	39.3	35.1	47.8
Eureka College		IIB	4	4	4		37.1	32.2	27.7	-----	31.0	4	4	4		45.4	39.2	34.5	-----	38.2
Garrett-Evangelical Theo.Sem		IIA	3				49.7	-----	-----	-----	46.1	3				58.8	-----	-----	-----	54.4
Governors State University		IIA									40.1									46.8
Greenville College		IIB	4	4	4		35.3	31.0	26.8	-----	31.9	4	4	4		43.5	39.0	34.3	-----	39.7
Illinois Benedictine College		IIA	4	4	4		44.5	37.5	32.4		39.4	4	4	4		57.2	46.4	40.0		49.7
Illinois Central College		III	3	3	3	3	42.5	37.9	31.6	27.7	38.4	3	3	3	2	51.9	47.6	40.8	36.9	47.8
Illinois College		IIB	2	2	3		46.3	39.8	31.0	-----	39.2	2	2	3		57.2	47.2	37.0	-----	47.3
Illinois Institute of Tech.		I	2	3	2	2	66.2	45.8	40.6	30.3	48.5	2	3	2	2	81.3	57.3	50.6	39.0	60.3
Illinois State University		I	5	5	5		50.6	39.5	33.7		41.9	5	5	5		58.2	46.1	39.7		48.7
Illinois Wesleyan University		IIB	2	2	2		49.2	38.8	33.1	-----	39.0	1	2	2		63.7	49.6	41.4	-----	49.6
John A. Logan College		III	2	2	2	1	45.3	38.7	33.1	32.8	36.9	3	3	3	2	52.8	45.5	39.9	39.1	43.7
Judson College		IIB	5	5	2		33.7	27.8	31.4	-----	30.6	5	5	3		41.5	34.5	38.3	-----	37.7
Kendall College		IIB				3		-----	-----	24.8	26.5				4		-----	-----	28.0	29.7
Knox College		IIB	2	2	2	1	48.0	39.2	32.3	30.3	40.6	2	2	2	1	59.7	48.3	38.7	37.0	49.9
Lake Forest College		IIB	1	1	1		58.1	45.5	35.9	-----	45.3	1	1*	1		74.7	60.8	46.7	-----	59.0
Lewis University		IIA	5	5	4	3	43.4	36.3	31.6	27.5	35.4	5	5	5	3	51.7	43.8	38.5	33.6	42.6
Lincoln Christian Coll.&Sem.		IIB	5		3		34.2	-----	29.3		31.9	5		4		38.7	-----	34.4		36.5
Loyola Univ. of Chicago		I	2	2	2	1	66.4	48.2	39.9	39.9	50.6	2	3	3	1	81.2	59.0	49.4	50.0	62.1
Lutheran Sch.Theol.-Chicago		IIA	4				43.5	-----	-----		41.3	4				54.5	-----	-----		51.7
McCormick Theological Sem.		IIA	5				40.3	-----	-----		37.5	5				51.1	-----	-----		47.4
McKendree College		IIB	3	2	2		39.7	37.0	31.8	-----	35.4	3	3	3		49.0	45.2	37.7	-----	43.0
MacMurray College		IIB	5	5	5		27.9	22.7	22.5	-----	23.7	5	5	5		36.4	28.6	26.4	-----	29.1
MacCormac College		III			5		-----	-----	23.6	-----	25.7			5		-----	-----	28.6	-----	31.1
Mennonite College of Nursing		IIB			3				29.9	-----	28.5			4				32.2	-----	33.3
Millikin University		IIB	2	2	3	2	48.1	38.8	31.2	26.5	37.1	1	1	1	1	63.8	52.0	42.3	36.4	49.8
Monmouth College		IIB	3	3	3		43.5	34.1	29.3	-----	36.3	3	2	4		52.4	46.3	35.4	-----	45.1
National-Louis University	109	IIA	3	3	4	4	48.8	40.1	32.7	26.5	34.7	4	4	4	4	58.4	47.9	38.8	31.4	41.3
North Central College		IIB	2	2	1	2	45.5	39.4	34.1	27.7	37.9	2	2	2	2	55.2	47.7	41.0	33.3	45.9
North Park College		IIB	3	4	4		39.7	32.5	27.9		33.4	3	4	4		50.8	41.1	33.5		41.8
Northeastern Illinois Univ.		IIA	5	5	4		42.5	34.3	32.2		36.5	5	5	5		48.5	39.4	37.1		41.7
Northern Illinois University		I	5	5	5	5	53.3	40.8	34.3	21.1	40.7	5	5	5	5	60.8	47.0	40.0	25.4	46.9
Northwestern University		I	1	1*	1*		79.1	54.4	48.1		65.3	1	1	1		95.4	66.7	57.2		78.9
Olivet Nazarene University		IIA	5	5	5		32.9	29.0	25.4	-----	28.7	5	5	5		44.2	41.7	34.4	-----	39.3
Parks Coll.of St.Louis Univ.		IIB	1	1*	1*		52.2	48.8	37.6	-----	44.4	2	1	1		60.6	57.2	45.2	-----	52.4
Principia College		IIB	3	2	2		44.0	38.0	31.6	-----	37.7	2	1	3		54.5	52.0	38.2	-----	47.2
Quincy College		IIB	5	3	4		34.4	34.5	26.7	-----	32.0	5	4	4		41.2	41.1	32.6	-----	38.3
Ray College of Design	124	IIB									27.7									31.9
Richland Community College		III	4	3	3	2	38.7	35.1	30.5	29.6	35.3	4	4	4	2	46.6	42.7	37.6	36.6	42.9
Rockford College		IIB	4	4	4		37.5	31.6	28.0	-----	33.1	4	4	4		44.6	38.4	33.8	-----	39.7
Roosevelt University		IIA	4	4	4		44.5	38.6	32.6	-----	38.4	4	3	4		56.4	50.1	40.6	-----	48.9
Rosary College		IIA	4	4	4		44.7	37.5	32.9	-----	35.8	3	4	4		59.4	46.3	40.3	-----	44.4
Saint Xavier College		IIB	2	2	3		44.1	37.1	30.5	-----	35.1	2	2	3		54.5	46.7	37.5	-----	43.6
Sangamon State University	3	IIA	4	3	3		45.9	39.7	33.3	-----	39.7	5	5	5		51.9	45.1	38.0	-----	45.0
School of the Art Institute		IIA	4	5	5		45.6	35.0	29.4		36.8	3	5	5		58.7	45.0	36.1		46.7
Southern Ill.Univ-Carbondale		I	5	5	5	4	52.2	40.1	32.3	26.9	38.5	5	5	5	4	59.9	46.6	37.8	31.8	44.8
Southern Ill.Univ-Edwardsvle		IIA	3	2	2	3	49.6	42.6	35.8	27.8	42.4	4	4	3	4	56.8	49.1	41.6	32.8	48.9
Spertus College of Judaica		IIB					-----	-----	-----		-----					-----	-----	-----		-----
Trinity Christian College		IIB	3	2	2	3	39.7	37.5	32.8	25.5	34.5	4	2	2	2	48.9	46.7	41.2	32.9	43.2
Trinity College		IIB		3	4		-----	34.4	28.4	-----	30.8		4	4		-----	39.8	33.0	-----	35.8
Trinity Evangelical Div.Sch.		IIA	4	3	3		44.4	40.5	33.3	-----	39.9	5	4	5		51.5	48.2	37.8	-----	46.5
University of Chicago		I	1*	1*	1*	1	83.3	54.4	48.7	34.8	69.0	1*	1	1*	2	102.5	66.9	59.9	42.8	84.9
Univ. of Illinois-Urbana		I	3	3	2		65.2	46.3	40.9	-----	54.0	3	4	4		74.0	53.1	47.1	-----	61.6
Univ. of Illinois-Chicago		I	3	4	3	3	61.2	44.6	38.9	27.9	47.9	4	5	4	4	69.5	51.1	44.9	32.8	54.8
Western Illinois University	176	IIA	4	4	4	5	43.9	37.8	32.8	21.3	36.8	5	5	5	5	50.5	43.7	38.2	25.6	42.6

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY MEN				WOMEN				AVERAGE SALARY BY RANK AND BY SEX MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
25.	89.	74.	8.		5.9	3.7	7.6		23	26	18	1	5	13	18	3	----	32.7	27.9	----	----	32.1	26.7	----
29.																								
23.	97.	81.	12.	17.	4.9	4.9	4.7	4.6	195	125	117	4	16	26	42	2	49.7	39.9	36.9	----	45.7	39.1	35.6	----
24.	95.	82.	18.		4.5	5.0	4.9	5.5	34	24	28	8	5	9	22	11	----	41.7	33.1	29.0	----	39.7	33.1	28.3
19.					4.8	5.6	4.0		11	8	9	5	6	6	18	1	40.5	35.5	32.7	----	39.2	37.2	30.5	----
18.	ALL	38.	23.						3	5	4	1	7	3	9	3	----	----	----	----	----	----	----	----
20.																								
21.	99.	76.	17.	4.	7.8	9.6	9.0	7.9	71	77	51	11	3	15	38	15	----	44.7	37.2	27.5	----	41.7	36.7	24.4
31.	ALL				5.3	----	----		6		2		1	1			----		----		----	----		
20.									5	10	6	1	3	9	13	3	----	38.4	34.8	----	----	40.0	33.0	----
25.																								
24.	ALL	66.							19	18	13		4	11	8	2	----	31.9	26.6		----	29.1	24.1	----
24.	97.	84.	9.	2.	7.0	6.4	7.3	5.5	94	107	86	32	22	40	59	30	65.2	49.8	43.3	35.0	58.4	44.8	38.0	31.7
16.	97.	74.	20.		0.1	0.3	0.8	1.1	159	108	77	29	29	54	56	39	43.1	36.0	33.1	24.5	38.8	33.8	32.1	21.4
27.	ALL	ALL	29.		8.6	8.9	8.6	7.5	23	16	14	3	4	4	28	5	----	----	32.5	----	----	----	31.6	----
23.	71.	50.			8.2	14.2	8.1	----	6	11	11		1	3	6	1	----	----	28.4		----	----	26.4	----
18.	93.				7.8	----	----	----	13	2		1	2	2	3		----	----		----	----	----	----	
17.																								
24.	86.	64.	18.						24	7	8	2	4	4	3	2	----	----	----	----	----	----	----	----
26.	97.	70.			7.5	8.4	8.9		30	20	8		8	10	11		44.1	37.5	34.0		45.8	37.7	31.3	
24.	ALL	98.	87.	43.	5.8	6.1	7.4	7.4	75	25	12	11	23	16	11	10	43.1	39.5	33.4	28.9	40.3	35.4	29.6	26.4
21.	ALL	65.	8.		7.6	7.5	9.5	----	14	15	10	1	1	2	3		----	----	----	----	----	----	----	
24.	91.	90.							77	78	50	29	5	12	20	7	----	46.7	42.4	31.0	----	40.3	36.2	27.2
16.	97.	82.	16.		0.4	1.0	0.8		249	141	151		44	48	105		50.8	40.3	34.7		48.9	37.2	32.4	
27.	94.	95.	18.		9.1	8.7	9.7	----	29	23	21	3	3	16	28		----	40.3	34.0	----	----	36.7	32.5	
18.	ALL	ALL	69.	53.	5.9	6.8	8.1	7.7	17	4	6	18	2	10	7	14	----	----	33.4	32.9	----	----	32.8	32.6
23.	90.	36.			3.3	6.5	----	----	9	9	8	1	1	2			----	----	----	----	----	----		
12.										2	2	9		1	2	6		----	----	26.8		----	----	21.7
23.	ALL	ALL			4.7	5.5	6.4	----	31	14	6	5	1	6	12	1	----	39.4	32.0	----	----	38.7	32.5	----
30.	97.	ALL			5.3	5.2	5.6	----	28	13	20		2	3	12	2	----	----	36.0		----	----	35.7	----
20.	98.	ALL	95.	55.					27	19	13	9	13	4	8	11	44.4	----	32.5	28.2	41.3	----	30.3	26.9
15.	ALL		ALL						8	4	8		1	1	1		----	----	----		----	----	----	
23.	98.	87.	22.		7.5	7.4	7.8	5.5	141	166	105	11	26	74	73	4	66.9	49.1	40.6	----	63.7	46.4	39.0	----
25.	94.				4.0	----	----		16	1	2			1	3		----	----	----			----	----	
26.	79.				2.0	----	----		12		3		2	5	1		----		----		----	----	----	
21.	ALL	57.	27.						10	10	4	1	2	4	7	3	----	----	----	----	----	----	----	----
22.	86.	86.	31.		9.1	14.6	9.6	----	13	6	5	1	1	1	8	4	----	----	----	----	----	----	----	----
21.									4	2	2		1	3	5	1	----	----	----		----	----	----	----
17.															7	5							----	----
34.	93.	77.	17.						27	27	19	7	1	8	22	4	----	39.3	33.2	----	----	37.4	29.5	----
24.	ALL	93.	7.		5.5	5.6	6.1	----	21	12	8	2	1	2	6	1	----	----	29.2	----	----	----	29.4	----
19.	89.	70.	6.		7.2	7.7	5.7	6.2	10	18	45	2	8	25	72	21	50.4	41.0	33.0	----	46.7	39.4	32.6	----
21.	ALL	58.	3.		5.7	5.7	5.7	5.4	19	25	21	3	6	8	11	8	45.8	39.4	35.0	----	44.5	39.1	32.5	----
25.	90.	75.	43.		6.9	9.0	11.1		14	10	6		6	6	8		39.3	32.8	28.7		40.7	31.9	27.4	
14.	ALL	83.	42.						107	45	51		42	38	37		43.1	36.0	33.7		40.9	32.2	30.0	
15.	97.	94.	13.		0.5	0.6	1.3	1.9	296	195	163	33	43	69	104	91	53.9	41.6	35.4	21.7	48.8	38.4	32.7	20.9
21.	97.	83.	1.		7.0	7.2	8.3		407	168	151		35	49	65		79.6	55.1	49.4		73.0	51.7	44.9	
37.	81.	80.	14.		5.4	5.6	6.8		21	9	11	1	6	6	18	2	33.7	29.6	26.1	----	30.0	28.0	24.9	----
18.	85.	88.	28.		3.4	13.0	0.5	----	13	16	14	3			4	2	----	----	----	----			----	----
25.									14	8	11	2	9	2	5	2	46.1	----	----	----	40.9	----	----	----
20.	ALL	68.	11.		4.2	4.2	4.9	----	14	21	13	1	3	4	5		----	----	----	----	----	----	----	
15.																								
21.	ALL	ALL	50.		6.0	5.4	7.7	----	14	5	5	4	8	5	3	2	39.2	----	----	----	37.9	----	----	----
20.	93.	62.							25	9	8	1	4	4	10	1	----	----	29.5	----	----	----	26.7	----
27.	94.	73.	18.		3.5	3.3	3.7	----	41	41	33	2	9	15	18		45.6	39.7	33.4	----	39.4	35.8	31.2	
24.	ALL	82.	48.		1.6	8.8	7.4	----	3	14	14	1	4	14	19	2	----	39.3	33.7	----	----	35.6	32.4	----
24.	ALL	82.	13.						12	21	19	1	5	39	33	3	----	38.4	31.6	----	----	36.5	29.8	----
14.	95.	79.	9.		0.0	0.0	0.0	----	49	44	24		6	19	19	2	46.0	40.4	34.6		44.7	38.1	31.5	----
27.	ALL	97.			8.3	5.8	9.7		24	21	8		8	14	9		46.0	34.1	30.1		44.5	36.4	28.7	
16.	98.	95.	25.	15.	0.2	0.2	0.4	1.0	262	226	248	17	19	53	133	16	52.6	40.7	33.1	28.8	46.9	37.8	30.6	24.8
15.	99.	91.	28.	19.	2.0	1.6	2.6	2.6	159	91	70	11	26	33	43	16	50.3	43.1	37.8	31.6	44.8	41.1	32.5	25.2
...									1	1					1		----	----					----	
25.	89.	73.							7	11	8	2	2		6	4	----	----	32.1	----	----		33.6	----
16.		67.	7.		----	8.0	9.1	----	5	8	9			1	5	3	----	----	----			----	----	----
16.	88.	33.			7.3	8.1	7.7	----	16	7	7	2		2			----	----	----	----		----		
23.	ALL	80.							418	108	132	28	48	24	42	7	84.2	55.0	49.5	35.6	75.0	51.4	46.2	31.6
14.	ALL	97.	2.		2.3	3.5	3.3	----	866	435	296	3	74	87	140		65.9	46.9	42.3	----	56.7	43.4	37.9	
14.	99.	96.	8.	44.	1.1	1.9	2.8	3.1	339	273	161	7	53	92	140	11	62.0	44.7	40.7	27.6	55.8	44.2	36.9	28.2
16.	99.	79.	17.						202	121	75	27	35	34	53	44	44.4	38.4	34.3	21.7	41.1	35.6	30.6	21.1

APPENDIX I NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AI
I L L I N O I S (CONTD)																				
Wheaton College		IIA	3	3	3		48.5	41.6	35.0	-----	43.0	3	3	3		60.4	52.5	42.8	-----	53.6
William Rainey Harper Coll.		III	1*	1*	1	1	61.5	51.8	38.9	32.5	49.9	1*	1*	1	1	72.6	62.0	47.4	40.4	59.7
I N D I A N A																				
Anderson University		IIB	4	4	3	2	39.0	31.3	29.0	27.2	31.2	3	4	4	3	50.8	39.5	35.3	32.6	39.2
Ball State University		I	5	5	5	5	49.0	39.6	32.4	21.2	37.1	5	4	5	5	63.3	51.6	41.7	27.6	48.0
Butler University	13	IIA	3	3	3	2	49.7	41.0	33.3	31.2	40.3	3	3	4	3	61.3	50.8	40.2	36.4	49.4
DePauw University		IIB	1	2	2		51.7	39.8	32.3		41.6	1	2	2		64.9	50.7	40.3		52.5
Earlham College		IIB	1	2	1		50.0	36.8	33.8		43.6	1	3	2		62.3	45.8	41.3		54.1
Goshen College	23	IIB	4	4	5		36.3	32.1	24.4		32.3	4	4	2		47.0	41.1	41.2		44.1
Hanover College		IIB	1	2	2	2	50.7	38.8	32.6	26.8	38.8	1	2	2	3	63.2	47.3	38.7	30.9	47.2
Huntington College		IIB	3	3	3		42.3	35.8	29.8	-----	33.6	3	3	3		54.0	43.4	37.1	-----	41.9
Indiana State University	5	I	5	5	5	5	47.8	38.0	31.8	23.2	39.8	5	5	5	5	61.8	49.0	40.5	27.5	51.1
Indiana Univ.-Bloomington		I	3	3	4		63.9	45.0	37.1	-----	50.8	3	3	4		79.9	57.1	46.7	-----	63.8
Indiana Univ.-East		IIB	2	3	3		46.0	36.3	29.9		31.3	2	2	2		58.6	47.3	38.8		40.0
Indiana-Purdue U.-Fort Wayne		IIA	3	4	4	5	47.6	38.6	31.2	21.5	35.9	3	3	4	5	61.3	50.0	40.0	26.2	46.2
Indiana Univ.-Indianapolis		IIA	1	2	1		60.3	43.9	38.1		44.2	1	2	2		76.5	56.2	48.1		56.2
Indiana Univ. at Kokomo		IIB	2	1	1		49.0	41.5	33.5		36.9	1	1	1		62.1	53.1	42.4		46.6
Indiana Univ.-Northwest		IIA	2	3	3		51.9	41.3	34.7		39.2	2	3	3		65.4	52.8	44.4		49.8
Indiana Univ. at South Bend		IIA	3	3	2		49.8	41.7	37.1	-----	39.8	3	2	2		63.8	53.3	46.5	-----	50.4
Indiana Univ.-Southeast		IIA	2	4	4		51.4	38.4	32.0		39.8	2	4	4		65.5	49.1	40.7		50.6
Indiana Wesleyan University		IIB	5	5	5		34.5	29.9	25.7		29.3	4	4	5		42.3	38.0	31.4		36.2
Manchester College		IIB	3	4	3		39.8	32.2	28.9	-----	33.4	3	4	4		49.5	40.1	34.7	-----	41.0
Oakland City College	118	IIB		5	5		-----	25.5	23.6	-----	24.7		5	5		-----	30.5	27.8	-----	29.4
Purdue Univ.-Main Campus		I	2	3	3	5	66.8	45.9	38.7	23.8	51.3	2	2	3	5	84.9	59.2	49.2	28.7	65.4
Purdue University-Calumet		IIA	3	4	3	5	48.3	39.1	33.8	23.2	38.3	3	3	3	5	62.6	50.8	43.0	27.1	49.3
Purdue University-No.Central		III	2	3	3		44.8	37.2	30.6	-----	34.4	2	3	3		58.4	48.6	40.3	-----	44.9
Rose-Hulman Inst. of Tech.		IIB	1	1*	1*		55.2	49.1	43.0		51.3	1	1*	1*		71.5	63.1	54.8		66.1
Saint Joseph's College	126	IIB	4	3	2		36.6	35.6	31.7	-----	33.8	4	3	2		46.1	44.9	40.3	-----	42.8
Saint Mary's College		IIB	1	2	2		51.2	38.8	32.3	-----	37.7	1	2	2		65.6	49.6	41.4	-----	48.3
Saint Meinrad College		IIB	5				34.3	-----	-----	-----	32.7	5				39.8	-----	-----	-----	38.2
Saint Meinrad Sch.of Theol.		IIA		5	5		-----	28.1	25.0		27.3		5	5		-----	32.7	27.3		30.4
Summit Christian College		IIB		5			-----	23.6	-----		24.0		5			-----	28.3	-----		28.8
Taylor University		IIB	4	4	4		36.3	33.2	28.8	-----	33.0	3	3	2		50.0	44.4	38.7	-----	44.9
Tri-State University		IIB	4	4	3		39.0	32.7	30.5	-----	33.9	4	4	3		48.2	41.6	37.4	-----	42.4
University of Evansville		IIA	4	4	4		45.0	37.6	33.1	-----	38.4	4	4	4		54.6	46.4	39.6	-----	46.7
University of Indianapolis		IIA	5	4	4	2	43.4	36.9	32.0	30.3	35.5	4	3	3	1*	57.3	49.5	42.7	46.5	47.8
University of Notre Dame		I	1	1	1	1	75.6	52.8	44.7	40.1	59.7	1	1	1	1	92.9	66.6	54.1	46.2	73.7
Univ. of Southern Indiana		IIA	4	3	3	2	45.5	41.0	34.1	28.9	36.7	4	2	3	3	58.4	53.1	43.3	35.5	46.7
Valparaiso University		IIA	3	4	3	3	50.3	39.0	34.6	26.6	41.1	3	3	3	3	62.9	49.6	44.0	33.8	51.9
Vincennes University		III	4	4	4	3	39.5	33.5	29.1	26.2	33.2	3	3	4	3	53.3	46.1	38.8	35.4	44.7
Wabash College		IIB	1	1	1		58.1	44.5	36.2		47.2	1	1	1		72.5	56.0	46.0		59.3
I O W A																				
Briar Cliff College	40	IIB	4	4	3	4	36.2	31.3	29.1	23.8	30.7	4	4	3	4	43.8	38.1	36.4	29.7	37.8
Buena Vista College		IIB	2	1	2	1	49.1	41.7	31.8	29.5	37.9	1	1	2	1	62.3	53.8	40.0	36.7	48.1
Central University of Iowa		IIB	3	2	2	2	42.5	39.0	31.8	26.4	36.6	3	2	3	3	53.6	47.9	37.8	30.2	44.7
Clarke College		IIB	3	3	4	4	40.6	33.6	26.8	23.6	30.1	4	4	4	4	47.3	40.7	32.8	27.6	36.1
Coe College		IIB	2	2	3		47.8	38.4	29.6	-----	38.9	2	2	3		61.0	48.5	37.0	-----	49.3
Cornell College		IIB	1	1	1		55.4	41.5	35.5	-----	44.4	1	1	1		67.3	51.3	42.5	-----	53.8
Dordt College		IIB	4	4	3	3	37.0	32.6	29.2	25.7	32.2	3	3	3	3	50.5	43.3	38.4	32.6	43.0
Drake University		IIA	2	3	2	3	53.7	41.5	37.0	26.7	44.3	3	3	3	4	64.6	50.0	44.0	31.2	53.1
Faith Baptist Bible College		IIB	5				25.7	-----	-----	-----	24.3	5				41.5	-----	-----	-----	37.3
Graceland College		IIB	4	4	4		36.2	30.7	26.8	-----	30.8	5	5	4		40.7	35.5	33.9	-----	36.5
Grinnell College		IIB	1	1	1		58.2	44.2	35.0	-----	45.4	1	1	1		74.1	54.0	43.0	-----	56.6
Iowa State University		I	3	3	3	5	63.8	47.1	38.2	24.0	50.3	3	2	3	4	79.0	59.7	48.8	31.8	63.2
Iowa Valley Comm.Coll.Distr.	87	III	5	5	5		35.9	30.2	25.6	-----	32.4	5	5	5		45.1	38.3	33.4	-----	41.0
Loras College		IIB	4	3	3		38.6	33.6	29.8	-----	34.0	4	4	4		48.4	40.4	35.5	-----	41.5
Luther College		IIB	2	3	3	2	45.3	36.7	31.2	27.6	37.8	2	2	2	2	58.9	47.9	40.3	34.6	49.0
Morningside College		IIB	4	4	3		38.5	32.8	29.9	-----	33.0	4	4	3		48.2	40.4	35.9	-----	40.5
Mount Mercy College	3	IIB		4	3	3	-----	33.4	31.2	26.2	31.6		4	3	3	-----	39.5	36.4	30.9	37.1
Mount Saint Clare College		IIA									28.1									32.9
Northwestern College		IIB	3	3	4	4	39.5	34.0	28.6	24.5	31.6	4	3	3	3	48.7	42.6	36.8	30.7	39.8
Palmer College of Chiro.		IIA	5	5	5	5	43.4	34.9	28.5	23.4	31.3	5	5	5	5	53.4	42.2	35.0	28.8	38.3
St. Ambrose University		IIB	4	3	3		38.3	33.8	29.5	-----	32.8	4	3	3		48.0	41.7	37.4	-----	41.1
Simpson College		IIB	2	2	3	2	45.8	37.3	30.6	27.7	36.8	2	2	3	2	58.7	48.8	37.6	33.2	46.5
Teikyo Marycrest University	139	IIB	4	4	4		37.6	32.3	27.9	-----	30.5	4	4	4		47.4	41.4	35.4	-----	38.8
Teikyo Westmar University		IIB	4	4	4	4	35.5	30.3	26.9	23.3	28.4	5	5	5	4	41.8	36.0	31.7	27.6	33.5
University of Iowa		I	3	3	3	1	65.0	47.5	39.6	37.5	53.8	2	2	2	1	80.2	60.0	50.2	47.5	67.1
University of Northern Iowa		IIA	2	2	2	2	53.1	43.0	35.7	29.3	41.1	2	2	3	3	66.2	54.0	44.9	36.4	51.5

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY MEN				WOMEN				AVERAGE SALARY BY RANK AND BY SEX MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
25.	95.	74.			8.9	9.1	9.7		54	40	20	3	8	14	7	1	48.9	41.9	35.0	----	45.4	40.8	35.0	----
20.	ALL	98.	76.	21.	6.5	6.5	6.5	6.5	48	33	11	8	23	28	23	25	62.2	53.7	40.9	34.6	60.1	49.7	38.0	31.9
26.	97.	56.	25.						27	21	16	4	4	11	4	2	----	32.9	----	----	----	28.3	----	----
29.	98.	75.	19.	4.	3.2	4.0	4.7	3.5	256	128	163	45	44	37	161	108	49.2	39.8	33.6	21.0	48.3	38.8	31.1	21.3
23.	97.	77.	2.		5.2	4.8	5.6	4.6	60	41	44	3	6	19	38	3	49.9	41.6	35.1	----	48.1	39.8	31.2	----
26.	ALL	88.	9.		6.1	6.9	7.0		45	42	17		7	16	28		52.0	40.2	32.7		49.9	38.7	32.1	
24.	ALL	ALL			5.8	6.5	7.3		37	6	8		10	3	16		52.0	----	35.4		42.5	----	32.9	
37.	94.	72.	6.		4.5	4.5	4.5		31	10	8		5	8	10		----	32.8	21.8		----	31.3	26.6	
22.	96.	59.			10.1	9.5	11.1	9.4	26	10	23	7	1	7	7	4	----	39.6	33.1	----	----	37.7	31.0	----
24.	89.	63.	11.		6.3	7.1	7.1	----	7	5	13	1	2	3	5	2	----	----	----	----	----	----	----	----
28.	98.	74.	37.	4.	2.2	2.6	2.5	4.1	222	98	87	7	40	44	86	21	48.1	38.6	33.0	25.8	46.2	36.7	30.6	22.4
26.	93.	79.	3.		4.4	4.4	5.6	----	561	272	205	2	84	103	108		64.8	46.1	38.4	----	57.5	42.0	34.6	
28.	ALL	80.	6.		----	6.6	6.3		5	7	8		1	3	8		----	----	29.1		----	----	30.7	
29.	ALL	94.	24.		0.2	1.4	2.7	4.3	41	88	70	2	4	26	51	9	----	40.0	32.4	----	----	34.0	29.6	----
27.	99.	83.	22.		3.7	4.7	5.8	----	144	161	113		25	75	86		60.8	45.3	40.1		57.7	41.1	35.3	
26.	ALL	90.	18.		5.3	5.3	6.4		11	13	14		1	8	8		----	41.1	34.1		----	42.1	32.6	
27.	ALL	78.	4.		3.1	4.0	6.2		19	49	14		2	14	12		----	42.0	36.8		----	38.7	32.4	
27.	ALL	84.	9.		7.9	7.9	9.1		32	48	27		4	10	19	1	----	42.4	38.7		----	38.5	34.9	----
27.	ALL	87.	3.		5.8	5.5	6.7		34	14	19		7	9	13		51.7	37.7	34.0		49.5	39.6	29.0	
23.	48.	43.							14	9	16		7	5	16		34.6	----	25.9		34.3	----	25.4	
23.	ALL	94.	13.		3.6	3.6	3.8	4.6	26	11	15	2	1	6	9	3	----	33.4	29.9	----	----	30.0	27.2	----
19.		78.	91.		----	6.0	5.0	----	1	6	8	2	2	3	3		----	----	----	----	----	----	----	
27.	98.	93.	10.	5.	0.2	0.9	1.3	3.8	561	342	285	25	33	67	138	34	67.5	46.8	40.8	27.0	55.2	41.3	34.4	21.5
29.	ALL	98.	16.		0.1	1.2	2.1	2.9	39	51	55	2	8	39	34	7	48.0	40.9	36.0	----	49.8	36.6	30.2	----
31.	ALL	93.	17.		0.0	1.2	2.5	----	7	17	21			12	14	2	----	38.6	31.7			35.1	29.1	----
29.	91.	67.			7.0	6.3	6.2		51	27	15		2	3	2		----	----	----		----	----	----	
26.	ALL	77.	55.		6.1	6.0	5.7		11	10	15		2	3	5	1	----	----	----		----	----	----	----
28.	ALL	94.	27.		4.4	4.6	4.6	----	17	20	19	1	7	13	44	1	51.7	39.6	32.7	----	50.1	37.6	32.2	----
17.	ALL								6	5	4	1			1		----	----	----	----			----	
11.		17.	33.						1	4	9			2			----	----	----			----		
20.		36.			----	5.0	----		3	8	2		1	3	2		----	----	----		----	----	----	
36.	ALL	71.	16.		6.5	6.8	6.4	----	32	24	15	1	3	4	4	3	----	----	----	----	----	----	----	----
25.	79.	50.			6.6	4.4	8.4	----	22	26	16		2	4	4	1	----	----	----		----	----	----	----
21.	ALL	98.	30.		6.9	5.7	5.1	----	53	31	30	1	4	12	16	1	----	38.4	33.8	----	----	35.6	31.8	----
35.	82.	63.	2.		6.4	6.4	5.7	5.7	11	23	17	1	6	12	25	5	43.1	36.3	32.2	----	43.7	38.0	31.8	----
23.	98.	94.	3.		5.3	5.4	6.5	----	241	172	112	8	12	29	46	5	75.7	53.2	45.6	----	73.0	50.6	42.5	----
27.	94.	88.	23.		4.5	4.8	4.7	6.8	29	30	25	14	6	4	23	27	45.7	----	34.9	32.7	44.5	----	33.1	26.9
26.	96.	88.	21.						73	46	44	6	5	18	32		----	39.2	35.5	----	----	38.6	33.3	
35.	ALL	97.	21.		4.3	5.2	5.8	5.6	88	43	61	37	44	25	53	21	40.3	34.6	30.3	26.5	37.8	31.6	27.9	25.7
26.	97.	91.			7.0	7.4	7.3		29	18	20			5	3		----	----	----			----	----	
23.	94.	83.	52.						14	8	12	5	4	4	11	2	----	----	29.0	----	----	----	29.2	----
27.	ALL	85.	19.		3.4	5.6	6.0	7.5	15	12	18	6	3	1	13	1	----	----	32.6	----	----	----	30.6	----
22.	ALL	91.	8.		3.9	4.9	6.3	----	17	20	17	7	4	14	7	2	----	40.2	32.4	----	----	37.3	30.4	----
20.	ALL	70.	29.		15.5	10.5	6.9	5.9	2	3	10	5	7	7	11	4	----	----	27.7	----	----	----	25.9	----
27.	ALL	ALL	19.						22	18	12		3	6	9	1	----	38.9	29.8		----	36.9	29.3	----
21.	ALL	88.			13.0	11.7	11.6	----	26	14	16	2	3	2	9	2	----	----	35.6	----	----	----	35.2	----
33.	96.	63.	6.		4.0	3.7	4.6	6.2	21	16	16	6	3		2	4	----	----	----	----	----		----	----
20.	96.	83.	1.	7.	5.8	5.5	6.4	9.8	105	33	57	2	8	19	35	12	54.2	42.6	37.0	----	47.5	39.7	37.0	----
53.					6.1	----	----	----	8		3	1		1	2		----		----	----			----	----
19.	ALL	64.	14.		9.3	8.7	8.1	----	21	7	13	3	2	4	8	1	----	----	27.3	----	----	----	25.9	----
25.	98.	91.			5.4	6.3	6.6	----	39	22	17	2	5	13	28	3	----	43.8	36.2	----	----	44.8	34.3	----
26.	ALL	97.	16.		0.2	0.2	0.4	1.5	449	257	186	31	42	82	120	40	64.2	48.6	39.7	24.9	59.3	42.5	35.8	23.2
27.					3.9	6.5			34	17	3		8	12	7	2	36.2	31.0	----		34.6	29.1	----	----
22.	ALL	68.	15.		4.6	5.4	5.4	----	34	27	23	1	4	4	11	1	----	----	29.9	----	----	----	29.5	----
30.	95.	96.	29.		2.7	2.9	3.5	1.6	53	16	30	3	8	9	18	8	45.6	36.6	31.1	----	43.1	37.0	31.4	----
23.	ALL	70.	8.		7.6	7.3	7.4	----	15	16	11	2	2	4	14		----	----	30.6	----	----	----	29.3	
17.		95.	39.		----	5.0	5.2	5.0	2	13	13	3	2	6	18	6	----	33.1	32.3	----	----	34.2	30.4	----
17.																								
26.	ALL	83.	26.		8.5	9.0	14.5	11.3	9	15	18	6		3	5	1	----	----	----	----		----	----	----
23.									22	26	22	20	3	6	9	9	----	35.3	29.2	23.5	----	32.9	26.9	23.2
25.	85.	80.	21.		6.7	6.1	4.7		21	7	27	2	5	3	11	2	----	----	29.7	----	----	----	29.1	----
26.	ALL	77.	22.		7.1	8.9	7.5	7.2	23	7	8	7	2	6	10	6	----	37.4	31.5	28.0	----	32.2	29.9	27.3
27.	83.	65.	13.		20.6	14.0	12.1		2	12	14		4	5	10	2	----	----	28.6		----	----	26.8	----
18.	63.	50.	6.		10.6	11.6	11.1	11.6	6	9	11	6	2	1	7	4	----	----	26.9	----	----	----	27.0	----
25.	99.	94.	6.		0.1	0.3	0.5	4.3	443	220	124	4	41	84	113	4	65.4	48.9	42.4	----	60.7	44.0	36.6	----
25.	ALL	91.	32.	11.	0.1	0.2	0.4	0.2	139	102	130	35	22	36	87	49	53.5	44.1	36.9	29.7	50.6	40.0	33.8	29.1

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
I O W A (CONTD)																				
Waldorf College		III	5		5		33.1	-----	25.8		29.1	5		5		40.8	-----	33.5		36.
Wartburg College		IIB	3	3	3	4	41.5	35.3	30.0	24.1	34.5	3	3	3	3	54.4	45.6	37.8	32.1	44.
Wartburg Theol. Seminary		IIB	4				36.7	-----	-----		33.0	4				47.4	-----	-----		42.
K A N S A S																				
Baker University		IIB	5	5	5		34.4	29.8	25.3		29.7	5	5	5		41.3	36.1	30.9		36.
Benedictine College		IIB	5	5	5	4	29.0	28.1	24.9	23.4	26.5	5	5	5	5	32.5	33.0	28.9	26.9	30.
Bethany College		IIB	5	5	5		33.1	28.8	24.3	-----	28.0	5	5	5		41.5	36.0	29.4	-----	34.
Bethel College		IIB	5	5	5		28.8	25.8	23.2	-----	26.1	5	5	5		36.3	32.7	29.0	-----	32.
Emporia State University		IIA	5	4	5	4	41.3	37.2	30.7	25.0	35.0	5	4	5	4	51.0	46.2	38.5	31.8	43.
Fort Hays State University		IIA	5	5	5	4	42.6	36.3	30.9	25.5	36.1	5	4	4	4	53.3	45.8	39.4	32.9	45.
Friends University		IIB	5	5	5		30.5	28.1	26.3	-----	27.8	5	5	4		36.8	33.2	32.0	-----	33.
Kansas State University		I	5	5	5	4	51.6	39.7	35.3	25.5	41.5	5	5	4	4	63.8	49.7	44.5	32.8	51.
Kansas Wesleyan University		IIB	5	5	5	5	29.7	26.8	23.1	21.1	25.9	5	5	5	5	34.4	30.7	26.6	24.9	30.
McPherson College		IIB	5	5	5		29.5	24.4	22.6	-----	24.6	5	5	5		36.7	30.9	28.5	-----	30.
Manhattan Christian College		IIB					-----	-----	-----		25.8					-----	-----	-----		32.
Ottawa University		IIB	5	5	5	5	29.2	25.7	23.8	21.4	24.8	5	5	5	5	36.1	29.8	28.6	24.8	29.
Pittsburg State University		IIA	5	4	5		42.9	37.6	30.6	-----	35.7	5	4	4		53.7	47.3	39.1	-----	45.
Saint Mary College		IIB	5	5	5	5	33.6	28.0	24.2	20.1	25.9	5	5	5	5	37.3	33.0	27.4	23.4	29.
St. Mary of the Plains Coll.	3	IIB		5	5		-----	26.7	24.2	-----	25.2		5	5		-----	32.5	30.8	-----	32.
Tabor College		IIB	5	5	5		29.0	24.9	21.4	-----	23.8	5	5	5		36.4	31.7	27.5	-----	30.
University of Kansas-Main		I	5	5	5	4	54.1	40.6	34.3	26.1	45.9	5	5	5	4	66.2	50.5	42.6	32.9	56.
Washburn University		IIA	2	3	5	3	55.4	41.1	30.8	27.7	42.9	2	3	5	3	66.4	49.9	38.0	34.5	51.
Wichita State University		IIA	2	4	3	5	53.0	39.0	34.0	22.3	39.2	2	4	3	5	64.9	48.5	42.5	28.7	48.
K E N T U C K Y																				
Alice Lloyd College		III		5	5	5	-----	22.1	20.4	18.1	20.6		5	5	5	-----	27.2	25.2	22.5	25.
Asbury College		IIB	4	4	4	5	36.7	30.9	27.0	22.4	31.3	4	4	5	5	45.2	39.1	31.9	26.3	38.
Asbury Theological Seminary		IIA	5				40.7	-----	-----		38.7	5				51.6	-----	-----		50.
Bellarmine College		IIA	4	5	4		44.2	35.8	31.4	-----	37.3	4	4	5		55.0	45.5	37.6	-----	46.
Berea College		IIB	1	2	2	2	49.7	38.1	32.0	27.6	38.8	2	2	3	3	60.9	46.1	37.7	31.6	46.
Brescia College		IIB		5	4		-----	30.2	26.5	-----	27.8		5	5		-----	36.1	30.9	-----	32.
Campbellsville College		IIB	5	5	5	5	32.0	26.2	21.8	19.9	25.2	5	5	5	5	37.1	30.5	25.6	23.4	29.
Centre College		IIB	2	2	2	1	48.5	38.8	33.0	29.6	40.1	2	2	2	2	61.9	47.3	39.7	35.3	49.
Cumberland College		IIB	5	5	5	4	33.9	28.1	25.2	23.5	26.9	4	5	5	4	42.9	34.9	31.4	29.2	33.
Eastern Kentucky University		IIA	3	2	2	3	48.4	42.4	36.6	27.5	41.9	3	3	2	3	59.9	52.9	46.2	34.8	52.
Georgetown College		IIB	4	3	3		39.3	33.6	29.1	-----	34.0	4	4	4		47.3	41.3	33.7	-----	40.
Kentucky State University		IIB	2	2	2	4	44.9	39.9	32.7	22.8	35.0	2	2	2	4	54.7	48.8	40.3	28.4	43.
Kentucky Wesleyan College		IIB	4	4	3	5	36.2	31.2	29.0	19.6	31.1	4	4	3	5	44.9	39.2	36.4	25.3	38.
Lees College		III			5	5	-----	-----	21.2	23.3	24.1			5	5	-----	-----	22.4	24.6	25.
Lindsey Wilson College		IIB		3	4	4		33.7	27.4	24.0	26.5		4	4	4		40.3	34.1	28.8	32.
Morehead State University		IIA	4	4	4	5	47.1	38.5	31.6	24.3	36.6	3	4	4	4	58.8	48.3	40.0	30.9	45.
Murray State University		IIA	4	4	3	4	44.4	38.9	33.9	25.0	37.1	4	3	3	4	56.9	50.1	43.9	32.9	47.
Northern Kentucky University		IIA	3	3	4	3	49.2	41.4	33.0	28.1	36.8	3	3	4	4	60.7	51.4	40.1	32.3	45.
Pikeville College		IIB	5	5	5		32.3	29.5	25.5	-----	27.3	5	5	5		38.3	34.3	29.4	-----	31.
Spalding University		IIB	5	5	5		33.4	28.8	26.1	-----	28.5	5	5	5		37.5	33.1	30.3	-----	32.
Thomas More College		IIB	4	4	5		35.8	30.7	25.5	-----	29.3	4	4	5		43.8	38.2	31.2	-----	36.
Transylvania University	145	IIB	3	2	2		42.2	38.7	31.5	-----	36.9	2	1	2		57.0	51.2	40.6	-----	48.
Union College		IIB	5	5	5	5	28.5	25.7	23.5	21.0	24.8	5	5	5	5	35.3	31.3	28.3	25.5	30.
University of Kentucky		I	3	3	2	1*	61.6	46.0	40.1	44.2	50.4	4	3	3	1*	73.4	55.6	48.3	51.7	60.
Univ. of Ky.-Comm.Coll.Syst.	161	III	3	4	5	4	41.6	32.8	27.1	25.1	30.4	4	4	5	4	50.2	39.9	32.9	30.8	37.
University of Louisville		I	4	4	5	3	57.1	43.5	35.4	28.3	46.1	4	4	5	4	69.0	53.2	42.7	34.1	55.
Western Kentucky University		IIA	4	4	3	3	45.8	39.3	34.3	27.1	39.2	4	3	3	3	57.6	49.6	43.4	34.7	49.
L O U I S I A N A																				
Centenary College of La.		IIB	1	2	2	4	50.1	38.8	32.5	22.7	38.2	2	2	3	5	61.8	46.8	37.5	26.2	45.
Louisiana College		IIB	4	4	4		37.3	30.8	28.3	-----	32.3	4	4	3		47.8	40.4	37.5	-----	42.
Louisiana St.Univ.and A&M C.	96	I	4	4	3	4	59.3	44.3	37.9	25.9	45.9	4	4	4	4	72.2	54.2	46.8	32.0	56.
Louisiana St.Univ.Alexandria		III	4	4	5	2	39.4	32.9	25.7	28.8	32.3	4	4	5	3	48.2	40.3	31.3	35.0	39.
Louisiana State Univ.Eunice		III		4	4	3	-----	32.6	29.2	26.7	30.1		4	4	4	-----	39.8	35.2	32.3	36.
Louisiana St.Univ.Shreveport		IIA	4	2	3	3	45.9	42.1	33.8	26.7	39.2	4	3	4	4	55.6	50.8	41.4	32.4	47.
Louisiana Tech University		IIA	4	3	3	5	46.9	40.9	34.7	22.5	39.5	4	3	3	5	57.8	50.8	43.1	28.0	48.
Loyola University		IIA	2	2	3	3	55.6	43.1	34.2	27.4	44.2	2	2	3	3	68.3	53.6	41.7	33.7	54.
McNeese State University		IIA	4	4	4	4	45.6	37.5	32.5	25.5	36.3	4	4	4	4	55.6	45.9	40.9	30.7	44.
Nicholls State University		IIB	3	2	2	3	43.4	36.9	32.8	25.7	34.5	3	3	2	3	53.1	45.0	39.9	31.6	42.
Northeast Louisiana Univ.	3	IIA	4	4	4	5	45.4	37.1	33.1	23.3	34.1	4	4	4	5	56.2	45.9	40.8	28.6	42.
Northwestern State Univ.		IIA	5	4	4	4	41.2	36.7	31.6	26.2	34.4	5	5	5	4	50.3	44.7	38.4	31.9	41.
Our Lady of Holy Cross Coll.		IIB		5	4		-----	28.3	26.5	-----	27.7		5	5		-----	32.6	30.7	-----	32.
Southeastern Louisiana Univ.		IIA	4	3	3	4	46.7	41.2	33.6	25.5	36.1	4	3	4	4	56.7	50.1	40.3	30.4	43.

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
26.	ALL				1.6	4.1	2.1	----	9	4	10		2		4		----	----	----		----		----	
29.	ALL	86.	14.		7.6	7.6	9.0	----	25	14	15	4	1	8	13	3	----	35.6	30.8	----	----	34.9	29.1	----
28.	ALL				5.8	----	----		6	4	1		1		3		----	----	----		----		----	
21.	94.	72.	35.		7.2	7.3	7.5		16	15	9			3	8		----	----	25.3			----	25.1	
16.	ALL	91.	42.						10	6	14	2	2	5	5	4	----	----	----	----	----	----	----	----
24.	ALL	78.	16.						14	8	12	2	2	1	7	1	----	----	24.8	----	----	----	23.3	----
26.	94.	67.							16	5	4		2	10	5	2	----	----	----		----	----	----	----
24.	95.	75.	7.		1.5	2.5	2.8	2.7	60	58	43	11	6	11	28	14	41.2	37.3	31.4	27.4	42.2	36.9	29.6	23.2
26.	ALL	91.	25.		2.8	4.4	2.6	2.5	68	37	37	11	10	17	27	6	42.9	36.8	31.4	25.6	40.3	35.0	30.2	25.3
20.	25.	25.	14.		0.0	0.0	0.0	----	9	10	14	1	3	2	8	1	----	----	26.9	----	----	----	25.3	----
25.	97.	89.	14.	3.	2.4	3.1	3.2	2.0	298	194	165	29	21	43	85	48	52.1	40.0	37.1	27.0	45.6	38.2	31.8	24.6
16.	91.	50.			9.7	7.9	----	9.0	8	7	4	2	3	3	2	5	----	----	----	----	----	----	----	----
26.	89.	54.	38.		5.8	7.8	5.6	----	7	11	8	2	2	2	5	1	----	----	----	----	----	----	----	----
25.					----	----	----		3	2	3						----	----	----					
19.	ALL	ALL			0.0	----	0.9	1.6	5	6	7	5	3		4	4	----	----	----	----	----		----	----
26.	97.	86.	7.		2.7	2.9	2.8	----	76	49	59	3	19	9	28	1	43.9	38.3	31.6	----	39.0	34.0	28.7	----
14.	ALL	ALL	27.						3	4	4	1	6	7	11	5	----	----	----	----	----	----	----	----
27.					----	5.6	5.4	----	5	3	15	1		4	7	3	----	----	23.9	----		----	24.6	----
28.	86.	50.	11.		6.0	----	6.7	----	7	3	6	3		3	3	1	----	----	----	----		----	----	----
23.	99.	93.	7.	25.					426	205	121	2	42	70	66	10	54.6	41.4	34.9	----	49.3	38.3	33.4	----
21.	99.	84.	36.	6.	5.6	3.7	3.2	2.9	64	29	21	11	16	22	34	5	56.0	40.8	32.0	----	53.0	41.4	30.0	----
24.	ALL	93.	28.	4.	2.7	2.8	3.3	4.2	106	101	113	16	4	40	78	12	----	39.8	35.6	22.9	----	37.0	31.8	21.6
24.									3	5	6	6	2	1		5	----	----	----	----	----	----		----
23.	ALL	82.			5.9	7.9	6.1	----	23	19	10	6	3	3	6	1	----	----	27.0	----	----	----	26.9	----
30.	93.								27	3	2			1	1		----	----	----			----	----	
24.	ALL	96.	26.		5.6	6.1	8.4	----	23	13	12	1	7	10	11	3	44.7	35.7	29.2	----	42.4	35.8	33.7	----
20.	97.	ALL	30.		8.4	9.6	10.3	11.5	30	25	12	2	2	14	21	7	----	38.2	31.6	----	----	38.0	32.2	----
19.		80.	20.		----	7.2	4.7	----	2	8	9	1		2	6	4	----	----	28.3	----		----	23.8	----
17.	92.	71.	53.						13	6	11			1	4	8	----	----	----			----	----	----
24.	96.	79.	12.		5.3	6.2	8.2	5.0	23	15	10	4	4	4	7	4	----	----	33.0	----	----	----	33.0	----
25.	81.	60.	32.						14	20	22	9	2	10	15	11	----	28.5	25.6	24.3	----	27.4	24.6	23.0
25.	97.	77.	43.		9.9	10.7	10.8	9.8	181	94	80	14	54	48	110	29	48.4	43.6	37.8	27.0	48.6	39.9	35.8	27.7
20.	92.	67.	14.		8.2	8.4	8.9	----	20	10	11		6	8	10	3	39.3	34.4	29.0		39.4	32.7	29.2	----
23.	86.	71.	37.						19	25	33	5	2	6	19	14	----	40.0	33.0	----	----	39.1	32.3	----
25.	ALL	82.			3.0	3.0	5.4	----	19	5	11	2		6	3	4	----	----	----	----		----	----	----
5.			14.						2	3	3	3		2	4	5	----	----	----	----		----	----	----
21.						----	----	6.9		4	4	9		2	6	12		----	----	24.1		----	----	23.9
26.	97.	75.	35.	24.					80	60	80	11	9	27	53	26	47.4	39.0	32.2	24.0	44.3	37.5	30.8	24.3
29.	98.	82.	27.						90	85	72	6	8	19	44	21	44.5	39.6	34.8	27.4	43.5	35.8	32.4	24.3
23.	97.	99.	14.		7.1	7.2	9.7	8.8	57	59	60	7	15	36	35	7	50.1	41.8	33.4	24.2	45.9	40.7	32.2	32.1
16.	29.				5.5	5.2	5.3	----	6	8	15	1	1	10	10	2	----	31.5	26.0	----	----	27.8	24.8	----
15.	94.	71.	15.						5	3	11		11	14	16	4	----	----	26.7		----	----	25.6	----
23.	ALL	95.	27.		7.5	10.4	6.4	----	9	15	11			7	11	1	----	31.1	25.3			29.7	25.7	----
32.	ALL	71.	20.		4.4	4.6	4.8	----	14	20	10	2	3	4	10	1	----	----	32.7	----	----	----	30.4	----
22.	ALL	43.	9.						4	14	8	4	5	7	3	6	----	26.2	----	----	----	24.7	----	----
20.	ALL	97.	3.		9.9	10.5	10.8	13.2	426	326	210	3	44	97	110	7	62.0	46.7	40.8	----	56.9	43.7	38.7	----
22.	ALL	ALL			10.2	11.4	10.1	9.3	88	122	146	122	71	159	138	161	41.9	32.7	27.1	25.0	41.1	32.9	27.2	25.3
21.	99.	86.	5.	6.	7.6	9.1	11.3	11.2	239	147	92	6	31	56	80	12	57.8	44.8	36.5	27.5	52.3	40.2	34.1	28.6
26.	99.	88.	27.		8.1	8.9	9.2	11.2	188	91	83	20	26	45	67	33	46.3	40.3	36.8	27.1	42.5	37.3	31.1	27.2
20.	95.	82.	4.		8.1	13.5	12.1	7.7	19	13	17	2	1	4	8	5	----	----	33.1	----	----	----	31.1	----
30.	ALL	55.	19.		6.4	7.0	8.8	----	18	11	5	2	4	9	11	2	----	30.5	----	----	----	31.2	----	----
22.	98.	90.	3.		5.3	5.5	6.0	5.8	493	348	267	68	45	66	98	109	59.7	44.8	38.6	26.7	54.5	41.4	35.8	25.5
22.	93.	97.	31.		5.3	5.8	7.1	5.3	12	17	5	1	2	15	8	9	----	31.2	----	----	----	34.8	----	----
21.		ALL	35.		----	0.0	0.4	0.0	4	9	11	8	1	4	12	4	----	----	28.9	----	----	----	29.4	----
21.	96.	82.	35.		5.8	6.4	3.3	3.6	50	20	29	6	4	13	20	9	----	43.0	34.9	26.3	----	40.8	32.2	27.0
24.	96.	90.	20.		5.5	4.8	5.4	3.6	120	74	74	15	13	33	52	17	47.4	43.5	37.3	22.6	42.1	35.2	31.0	22.5
23.	94.	84.	11.						56	74	26	4	16	19	27	8	56.7	43.4	34.5	----	51.4	42.3	33.9	----
23.	99.	86.	16.						64	46	71	10	9	28	41	21	45.8	38.6	32.7	26.5	44.1	35.9	32.1	25.0
22.	ALL	90.	53.		4.7	4.5	4.4	3.7	57	45	37	20	13	22	39	20	43.2	37.6	33.8	26.4	43.9	35.3	31.9	25.0
23.	97.	85.	20.						69	82	97	28	8	23	61	68	45.6	37.1	34.4	23.2	43.9	37.0	31.0	23.3
22.	94.	79.	15.	3.	5.7	7.0	7.6	7.5	36	34	33	10	17	14	40	23	41.0	37.3	32.9	26.8	41.7	35.4	30.5	26.0
15.					----	6.0	6.0	----		7	3	1	1	2	9	4		----	----	----	----	----	----	----
21.	ALL	90.	23.		5.6	6.0	7.4	6.2	56	48	63	19	8	22	78	47	46.8	42.0	34.2	25.6	46.4	39.6	33.2	25.4

APPENDIX I NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR AO AI IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR AO AI IN AR	(4) RATING OF AVERAGE COMP. PR AO AI IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR AO AI IN AR
LOUISIANA (CONTD)						
Southern Univ.in Shreveport		III	5 4 4	----- 30.1 28.3 25.3 27.0	5 5 4	----- 36.7 34.6 31.0 33.0
Tulane University		I	2 2 2	67.5 50.5 40.3 ----- 53.5	2 2 3	84.3 63.1 49.3 ----- 66.7
University of New Orleans		IIA	3 4 3 5	51.2 38.7 34.8 22.4 40.1	3 4 3 5	62.0 46.9 42.1 27.3 48.6
Univ. Southwestern Louisiana		I	5 5 4 4	50.9 40.0 36.0 26.7 39.1	5 5 5 4	61.7 48.6 43.8 32.6 47.6
Xavier University of La.		IIA	5 5 5 5	40.6 35.3 30.7 23.1 32.5	5 5 5 5	48.1 40.8 35.0 26.8 37.7
MAINE						
Bates College		IIB	1 1 1 1*	60.4 44.3 36.1 33.9 46.1	1 1 1 1	73.8 54.8 44.0 39.6 56.3
Bowdoin College		IIB	1* 1 1	62.0 45.2 37.2 ----- 48.3	1* 1 1	78.2 56.9 45.3 ----- 60.4
Colby College		IIB	1* 1* 1	66.4 46.0 35.4 ----- 48.5	1* 1 2	82.8 55.5 41.8 ----- 59.0
Husson College		IIB	4 3 3	37.9 33.9 29.2 ----- 33.1	4 4 4	45.0 40.3 34.5 ----- 39.3
Saint Joseph's College		IIB	5 4	----- 30.0 26.7 27.8	5 4	----- 36.1 32.9 34.2
Univ.of Maine at Augusta		III	3 3 4	42.3 35.4 29.2 ----- 35.3	3 3 4	53.4 45.6 37.1 ----- 44.8
Univ.of Maine at Farmington		IIB	2 3 4 2	45.8 34.4 28.8 28.8 38.8	2 3 3 1	57.8 43.9 37.0 36.2 49.2
Univ.of Maine at Fort Kent		IIB	3 4 3	42.7 33.5 30.5 35.0	3 3 3	53.9 42.4 38.0 44.1
Univ.of Maine at Machias		IIB	2 3 4	44.9 36.0 27.8 35.1	2 3 4	55.8 45.3 35.6 44.3
Univ. of Maine		I	4 4 5 5	55.7 42.7 35.6 24.6 43.3	4 4 4 5	69.1 53.4 44.6 30.9 54.0
Univ.of Maine at Presque Isl		IIB	3 3 3	42.9 34.4 30.0 ----- 34.1	3 3 3	54.2 43.4 37.7 ----- 42.9
University of New England		IIA	5 5 5	39.7 34.1 28.7 ----- 31.0	5 5 5	48.8 39.0 34.7 ----- 37.1
University of Southern Maine	168	IIA	2 2 2 2	56.3 42.7 36.3 28.6 43.6	2 2 2 2	69.8 53.9 45.5 36.6 54.7
MARYLAND						
Allegany Community College		III	3 3 3 5	42.2 36.0 30.2 23.1 34.0	3 3 3 4	54.3 46.6 39.4 30.6 44.2
Anne Arundel Community Coll.		III	2 1 2 1	50.9 42.9 33.9 30.4 41.6	1 1 1 1	67.6 57.8 46.8 42.6 56.2
Bowie State University		IIA	2 2 3 1	52.2 42.1 35.4 32.0 40.7	2 2 2 1	67.9 56.0 47.7 43.5 54.1
Capitol College		IIB	3	----- 36.3 ----- 35.0	3	----- 43.6 ----- 42.5
Catonsville Community Coll.		III	1 2 2 3	51.2 42.6 35.2 27.7 40.4	1 1 2 3	65.3 54.7 45.4 36.0 51.9
Cecil Community College	13	III	3 2 2 4	43.5 38.8 33.2 25.1 36.1	3 3 3 4	53.9 46.7 40.3 31.9 44.4
Charles County Comm. College	41	III	2 3 3	45.2 36.4 31.7 ----- 36.7	2 3 3	57.2 46.7 40.8 ----- 46.9
Chesapeake College		III	4 3 3 3	40.2 36.1 31.9 27.4 33.8	4 3 3 3	50.8 46.0 40.8 35.5 43.1
College of Notre Dame of Md.		IIB	2 2 3	44.3 37.4 29.5 ----- 35.7	3 3 4	50.3 43.2 34.3 ----- 41.0
Columbia Union College		IIB	5 5 5 4	25.6 27.4 25.2 24.5 25.8	5 5 5 3	32.3 34.4 31.8 31.1 32.5
Coppin State College		IIB	1 1 1	53.9 42.4 36.5 ----- 42.8	1 1 1*	68.6 54.6 47.4 ----- 55.0
Dundalk Community College		III	2 2 2	49.2 41.8 33.7 ----- 39.1	1 1 2	65.3 56.0 45.8 ----- 52.5
Eastern Christian College		IIB		----- ----- ----- -----		----- ----- ----- -----
Essex Community College	13	III	1 1 2 2	51.1 42.8 34.4 27.9 43.3	1 1 1 2	66.5 56.3 46.0 37.9 57.0
Frederick Community College		III	2 2	----- 40.6 33.6 ----- 36.6	2 2	----- 52.1 43.7 ----- 47.3
Frostburg State University		IIA	3 2 2 1	50.8 42.9 36.1 31.5 41.0	2 2 2 1	65.9 54.9 46.0 40.6 52.2
Garrett Community College		III	5	----- ----- 24.3 26.2	5	----- ----- 32.8 35.8
Goucher College		IIB	1 2 2	49.7 37.3 32.5 ----- 39.8	2 2 2	61.8 46.3 41.4 ----- 49.8
Hagerstown Junior College	13	III	2 3 3	44.8 37.0 30.2 ----- 39.6	2 2 3	59.8 49.7 40.6 ----- 52.9
Harford Community College	13	III	2 1 1 2	48.3 43.8 36.6 28.1 41.1	2 1 1 2	63.7 58.8 47.2 37.5 54.6
Hood College		IIA	2 2 3	54.0 42.6 35.5 ----- 41.2	2 2 3	69.6 53.3 43.8 ----- 51.7
Howard Community College		III	2 2 2 2	50.9 41.9 34.5 28.5 37.5	1 2 2 3	65.7 52.7 44.0 36.1 47.8
Johns Hopkins University		I	1 1 2 1	75.5 51.5 41.8 38.1 56.4	1 1 1 1	92.1 65.5 52.6 48.8 69.9
Loyola College in Maryland		IIA	1 1 1	59.0 47.5 38.7 ----- 45.2	1 1 1	74.4 60.4 49.3 ----- 57.5
Maryland Coll.of Art&Design		III		----- ----- ----- ----- -----		----- ----- ----- ----- -----
Maryland Inst.College of Art		IIB		32.5		39.1
Montgomery Coll.of Rockville		III	2 2 1 2	50.8 40.4 36.3 29.6 46.3	1 2 1 2	67.2 51.9 45.9 37.4 60.7
Montgomery Coll. Germantown		III	2 2 1	49.4 40.9 35.4 ----- 42.3	2 2 2	65.1 52.3 44.7 ----- 54.7
Montgomery Coll. Takoma Park		III	1 2 1	51.2 39.3 36.8 ----- 44.2	1 2 1	67.1 50.4 45.9 ----- 57.0
Morgan State University		IIA	2 1 1 2	56.4 47.0 40.4 30.0 44.1	2 1 1 1	72.1 60.7 52.8 40.2 57.3
Mount Saint Mary's Coll.&Sem		IIB	2 2 3 4	46.1 37.5 30.1 23.3 34.9	2 2 3 4	55.2 47.0 36.2 27.9 42.5
New Comm.Coll. of Baltimore		III	3 3 4 3	41.4 36.1 29.3 26.4 33.0	3 2 3 2	55.9 49.1 40.7 37.0 45.3
Peabody Institute of the JHU		IIB		33.4		44.0
Prince George's Comm.College		III	1 1 1 1	51.8 43.9 35.4 30.8 47.5	2 1 2 1	64.3 54.8 44.7 39.3 59.2
Saint John's College-Main		IIB		43.7		57.7
St.Mary's Coll.of Maryland		IIB	1 2 2	53.2 39.3 32.6 ----- 40.0	1 2 2	65.5 49.0 41.7 ----- 50.0
Salisbury State University		IIA	2 2 2 2	53.2 44.2 36.1 29.8 39.9	2 2 2 2	65.8 55.4 45.7 38.3 50.1
Towson State University		IIA	2 2 1 2	53.7 44.4 38.3 31.1 44.0	2 2 1 1	69.4 57.4 49.5 40.2 56.9
U. S. Naval Academy	3	IIB	1 1* 1 2	56.5 46.5 35.5 27.0 46.7	1 1 1 2	67.4 55.8 43.2 33.4 56.2
University of Baltimore		IIA	1 1* 1*	64.5 56.2 44.7 54.7	1 1* 1*	78.6 69.2 55.8 67.4
Univ.of Maryland-Coll. Park		I	2 2 2 3	68.6 48.3 40.8 28.9 53.0	2 2 2 3	84.4 60.4 50.5 37.5 65.8
Univ.of Maryland at Balto.		I	2 1 2 2	70.8 53.4 41.6 30.8 50.5	1 1 1 2	87.8 66.6 52.6 39.4 63.3
Univ.of Maryland-Balto.Co.		I	3 3 3 4	65.1 44.8 39.2 26.9 45.2	3 3 3 3	79.6 56.4 48.6 34.8 56.3
Univ.of Maryland-Estrn Shore		IIA	2 2 1 1*	52.3 45.8 38.7 39.7 37.7	2 2 2 1*	67.5 57.4 48.8 51.4 47.9
Villa Julie College	PNA	III				
Washington Bible College		IIB	5	----- 22.0 ----- 23.8	5	----- 26.4 ----- 28.8
Washington College		IIB	2 1 1	49.0 42.0 34.3 42.9	2 1 2	58.1 53.6 40.9 52.2
Western Maryland College		IIB	2 2 2	48.2 39.5 32.0 ----- 41.4	2 2 3	61.7 50.8 38.6 ----- 52.5

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
22.		86.	88.	9.	----	4.2	4.2	4.2	1	4	8	14	1	3	8	21	----	----	27.4	24.3	----	----	29.2	26.0
25.	98.	81.	5.		4.8	5.6	5.9	----	149	128	99	2	17	39	34	1	68.4	50.7	41.5	----	59.8	49.8	36.8	----
21.	98.	83.	7.		5.2	5.4	4.9	3.5	158	95	83	23	30	33	39	47	52.1	39.4	36.5	22.9	46.2	36.6	31.1	22.2
22.	93.	85.	22.	3.	7.5	7.2	5.6	7.9	131	113	104	37	20	35	64	72	51.7	39.8	37.4	26.6	45.5	40.6	33.6	26.7
16.	95.	47.	1.		10.4	9.6	9.1	6.5	25	28	49	14	14	15	31	16	41.7	35.8	30.1	23.8	38.6	34.4	31.5	22.5
22.	ALL	77.	9.		7.4	7.9	8.4	8.9	36	20	24	3	6	6	22	5	60.8	44.6	36.1	----	58.3	43.4	36.2	----
25.	ALL	ALL			4.6	5.7	6.5	6.1	39	24	17	1	6	10	24	2	62.6	46.3	38.0	----	57.7	42.8	36.6	----
22.	ALL	97.			9.5	10.1	8.3		41	19	34	2	8	13	20	1	67.2	46.9	35.7	----	62.5	44.8	35.0	----
19.	82.	31.			3.5	3.5	3.5	----	8	9	1	3	3	7	9		----	34.3	----	----	----	33.4	----	
23.		86.	38.		----	4.5	4.6		2	3	12		2	4	14		----	----	26.6		----	----	26.8	
27.	ALL	81.			3.5	3.5	4.2	----	23	8	10	1	2	8	9	3	----	38.4	30.8	----	----	32.4	27.4	----
27.	98.	76.	7.		3.0	6.6	5.3	----	42	17	7	3	6	8	7	4	46.4	35.1	30.3	----	41.9	33.0	27.2	----
26.	ALL	80.			3.5	2.8	4.6		6	6	6		2	4	4		----	----	----		----	----	----	
26.	ALL	86.			3.5	3.5	9.1		6	13	7		1	9	5		----	34.1	----		----	38.6	----	
25.	99.	95.	3.	4.	3.2	3.6	4.6	9.3	124	121	70	11	8	47	58	14	56.2	44.1	37.3	26.4	48.2	39.1	33.5	23.1
26.	ALL	95.	14.		3.5	3.9	4.0	----	14	14	15	1	3	6	6	2	----	33.8	30.6	----	----	35.8	28.4	----
20.	ALL	50.	5.		7.0	7.0	7.0	----	7	9	17	1	1	7	23	2	----	34.0	28.4	----	----	34.2	28.9	----
25.	97.	85.	3.		3.6	3.7	4.9	----	63	91	50	5	12	37	42	6	57.0	43.5	37.5	----	52.7	41.0	34.9	----
30.	ALL	86.	72.						15	10	14	1	5	11	22	5	----	37.7	29.5	----	----	34.5	30.6	----
35.	ALL	96.	27.	3.					50	29	17	10	16	24	27	21	51.1	43.2	33.0	29.8	50.6	42.5	34.4	30.6
33.	ALL	59.	34.		2.9	2.7	4.9	4.8	21	17	22	6	9	10	19	10	51.3	41.4	38.0	31.6	54.3	43.1	32.3	32.2
21.					----	----	----		4	5	4		1	1	1		----	----	----		----	----	----	
28.	ALL	99.	45.	3.					49	41	23	18	9	33	32	20	51.9	43.2	35.9	28.9	47.2	41.9	34.8	26.6
23.	75.	22.	33.		5.5	4.8	6.0	6.3	9	2	7	6	7	7	8	3	44.5	----	35.4	----	42.1	----	31.2	----
28.	83.	56.	7.		2.9	3.8	4.1	----	15	11	13		8	5	14	5	45.5	----	32.1		44.6	----	31.4	----
28.	80.	56.	29.						8	6	2	5	2	3	5	5	----	----	----	----	----	----	----	----
15.	72.	18.			6.6	8.5	6.5	7.2	4	9	4		14	13	20	4	----	37.8	----		----	37.1	----	----
26.									15	9	5	3	3	3	9	3	----	----	----	----	----	----	----	----
29.	ALL	77.	69.						18	17	15	1	12	14	20	4	54.1	41.3	36.6	----	53.5	43.8	36.5	----
35.	ALL	ALL	38.						8	8	11	2	5	9	13	3	----	43.4	34.4	----	----	40.5	33.1	----
---									1	1					1		----	----					----	
32.	ALL	ALL	62.						47	32	20	3	18	27	19	5	51.9	43.3	35.4	----	49.0	42.2	33.3	----
29.		8.							4	13	14	4		11	13		----	41.6	34.6	----		39.4	32.5	
27.	ALL	90.	33.	20.	0.0	0.6	0.0	0.4	65	44	46	3	5	17	36	7	----	43.7	37.8	----	----	40.6	33.8	----
36.					----	----	2.3		3	2	5		1	3	1		----	----	----		----	----	----	
25.	96.	ALL	11.		5.7	4.9	5.2	----	16	7	8		10	13	19	1	50.3	38.7	33.4		48.7	36.6	32.2	----
33.	ALL	ALL	9.		6.1	6.9	7.6	----	25	1	4		5	9	7	1	----	----	----		----	----	----	----
33.	ALL	95.	72.	11.					9	27	6	2	3	15	12	7	----	44.3	39.0	----	----	42.9	35.3	----
25.	ALL	86.	16.		5.2	6.3	6.4		9	10	13		6	11	24	1	55.3	41.1	35.8		52.1	43.9	35.3	----
28.					0.0	0.8	0.0	0.7	8	5	6	2	7	11	22	13	54.5	----	34.8	----	46.8	----	34.5	----
24.	88.	4.	1.						272	77	105	7	41	27	72	22	76.1	52.3	43.2	40.3	71.9	49.4	39.7	37.5
27.	98.	83.	7.		11.8	7.1	9.4	----	38	51	59		5	15	39	5	----	48.5	38.9		----	44.0	38.5	----
---					----		----		1		1					1	----		----					----
20.																								
31.	84.	10.	6.		1.6	3.5	3.5	----	109	18	14	3	51	21	21	5	51.2	40.5	37.6	----	50.0	40.2	35.4	----
29.	70.				1.8	3.5	3.5	----	14	7	4	3	6	5	8	1	49.7	----	----	----	48.6	----	----	----
29.	70.		6.		1.5	3.5	3.5	----	21	8	4		16	14	13	2	51.6	39.0	----		50.8	39.4	----	----
30.	87.	73.	42.	29.					33	51	49	6	13	13	27	11	55.9	47.3	41.6	30.3	57.5	45.9	38.1	29.8
22.	94.	87.			4.0	4.3	5.7	----	14	23	21	3	2	7	11	4	----	37.6	30.5	----	----	37.2	29.3	----
37.									16	14	16	2	10	10	33	4	41.8	37.0	29.8	----	40.8	34.7	29.1	----
32.																								
25.	94.	66.			2.6	2.8	3.0	2.7	75	35	3	5	48	29	10	3	53.0	44.7	----	----	49.9	42.8	----	----
32.																								
25.	22.	6.			0.0	0.0	0.0	----	20	22	18	2	3	13	13	3	----	40.8	33.3	----	----	36.8	31.6	----
26.	96.	92.	41.	19.					42	48	44	10	7	11	36	6	54.3	44.8	36.5	32.9	46.3	41.6	35.6	24.6
29.	97.	87.	40.	33.	0.4	0.5	0.3	0.7	114	71	122	10	28	46	81	11	54.4	45.4	39.0	31.9	50.6	42.9	37.4	30.4
20.	ALL	ALL	1.		8.8	6.5	6.4	6.2	114	90	57	8	7	22	19	7	57.2	48.9	36.4	27.3	44.8	36.7	32.9	26.7
23.	88.	85.	14.						49	41	36		9	13	28		64.6	56.3	46.2		63.8	56.0	42.7	
24.	ALL	99.	10.		0.1	0.6	0.4	0.4	461	300	145	34	66	92	79	54	69.5	48.6	41.7	33.6	62.3	47.1	39.1	25.9
25.	98.	68.	10.		0.9	0.8	1.4	1.8	51	72	46	4	10	36	70	22	72.7	56.2	45.9	----	61.1	47.9	38.8	----
24.	99.	95.	17.		-0.7	0.1	0.1	0.7	71	92	72	17	11	28	37	19	66.5	45.5	40.8	31.3	56.7	42.4	36.2	22.8
27.	89.	77.	23.	17.	0.0	0.0	0.6	----	8	20	27	3	1	6	4	3	----	46.6	----	----	----	42.9	----	----
21.					----	0.0	----		4	5	3			2	1		----	----	----			----	----	
22.	ALL	ALL	13.		6.4	7.9	8.6		21	16	8		3	3	7		----	----	34.9		----	----	33.5	
27.	ALL	ALL	16.		2.8	3.3	4.4	----	35	16	9	1	3	9	10	2	----	39.8	32.4	----	----	39.0	31.6	----

APPENDIX I	NOTES	(1) INSTCATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
NAME OF INSTITUTION			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
MARYLAND (CONTD)																				
Wor-Wic Tech Community Coll.	13	III		4	2	2	-----	34.7	33.5	28.6	32.4		4	3	3	-----	42.6	41.2	35.6	40.0
MASSACHUSETTS																				
Amherst College		IIB	1*	1*	1*		69.3	48.3	40.1		57.1	1*	1*	1*		87.7	62.9	51.2		72.8
Andover Newton Theol. School		IIA	5				40.2	-----	-----	-----	35.5	4				54.5	-----	-----	-----	48.6
Anna Maria College		IIB		2	3		-----	37.6	31.2	-----	33.5		3	3		-----	45.8	37.2	-----	40.3
Assumption College		IIB	2	1	2		47.0	40.1	32.4	-----	37.6	2	1	2		58.9	51.3	41.0	-----	47.7
Babson College		IIB	1*	1*	1*	1*	70.9	58.1	48.4	46.9	57.5	1*	1*	1*	1*	91.0	73.9	60.7	52.0	72.8
Bentley College		IIA	1*	1*	1*	1*	67.0	53.5	45.3	38.3	52.6	1*	1*	1*	1*	84.3	67.3	55.6	46.5	65.5
Berklee College of Music		IIB	2	2	3		48.0	39.1	31.2	-----	35.7	2	2	3		58.7	48.9	38.4	-----	44.3
Boston College		I	2	1	1*	1*	69.9	52.7	47.2	41.2	56.1	2	1	1	1	87.0	66.8	57.7	48.8	70.1
Bradford College		IIB	3	3	3	3	43.9	34.3	30.4	25.0	33.2	3	3	3	3	53.6	42.8	37.5	31.0	41.1
Brandeis University		I	3	3	4		63.2	45.2	37.3	-----	50.9	3	3	4		78.4	57.0	45.5	-----	63.0
Clark University		IIA	1*	1	1		65.3	46.3	40.0	-----	51.2	1	1	2		80.5	59.3	47.7	-----	63.4
College of the Holy Cross		IIB	1*	1*	1		63.9	46.6	37.4	-----	47.1	1*	1	1		80.1	57.8	45.1	-----	58.2
Coll.of Our Lady of the Elms	43	IIB		3	3		-----	36.1	29.2	-----	31.9		4	5		-----	39.8	31.7	-----	35.2
Dean Junior College		III	5	3	4	4	34.2	35.6	28.9	25.2	29.9	5	4	4	3	44.5	45.3	37.3	34.5	39.0
Emerson College		IIA	1	1	1	4	64.4	47.9	38.1	25.7	47.6	1*	1	1	3	81.3	62.4	50.5	35.7	61.8
Emmanuel College		IIB	2	1	2		44.2	41.6	33.2	-----	38.5	2	2	2		55.3	50.5	41.5	-----	47.6
Fitchburg State College		IIA	4	4	3	4	46.0	38.2	33.5	26.3	38.8	4	4	3	4	57.2	47.0	42.1	32.2	48.3
Gordon College		IIB	3	4	3		40.8	33.5	29.6	-----	36.0	2	3	2		56.0	43.7	40.1	-----	49.0
Gordon-Conwell Theol. Sem.		IIA	3	4			47.3	36.5			42.3	4	5			55.8	44.7			50.7
Hampshire College		IIB	1	1	1		53.4	43.7	34.1		44.2	1	1	2		66.5	53.5	41.6		54.4
Harvard University		I	1*	1	1*	1*	92.2	52.0	47.8	46.6	71.4	1*	1	1*	1*	113.4	63.9	58.8	57.3	87.9
Lasell College		IIB			3		-----	-----	29.3	-----	29.8			4		-----	-----	34.6	-----	35.5
Massachusetts College of Art		IIB	2	3	2		45.5	34.7	32.0	-----	41.4	3	3	2		54.2	42.0	38.9	-----	49.6
Massachusetts Inst. of Tech.		I	1*	1*	1*	1	83.9	60.1	49.5	33.5	70.4	1*	1*	1*	1	105.5	76.4	63.2	44.3	89.0
Massachusetts Maritime Acad.		IIB	2	2			44.8	39.2	-----		42.3	3	2			53.7	47.4	-----		50.9
Merrimack College		IIB	1	2	2		51.3	39.3	32.4		39.0	1	1	2		67.2	52.0	41.1		50.8
Mount Holyoke College		IIB	1*	1*	1*	1*	65.5	46.8	37.6	35.6	50.2	1*	1*	1	1*	81.2	59.3	46.4	42.0	62.5
North Adams State College		IIB	2	3	2	4	44.9	36.7	31.4	24.2	37.0	2	3	2	3	56.1	45.9	39.2	30.2	46.3
North Shore Comm. College	113	III	4	5	4	2	39.1	31.1	28.3	28.2	35.9	5	5	5	4	44.5	35.4	32.2	32.2	40.9
Northeastern University	17	I	2	2	1		65.4	50.5	44.2	-----	51.2	2	1	1		83.4	65.7	56.7	-----	66.0
Pine Manor College		IIB	2	3	2		45.3	35.7	32.0		38.7	2	3	2		54.8	44.1	38.7		47.1
Regis College		IIB	2	2	2		48.3	39.8	32.5	-----	37.9	2	2	2		60.1	50.4	40.0	-----	47.2
Simmons College		IIA	2	2	3	1	55.4	43.6	33.2	31.4	44.6	2	2	3	2	68.2	55.2	41.9	38.3	55.7
Smith College		IIA	1*	1	1	1	67.8	48.3	38.1	32.6	54.5	1*	1	2	2	86.3	60.1	46.9	40.0	68.6
Springfield College		IIA	3	5	5	4	48.0	36.3	29.5	26.5	36.2	4	5	5	3	58.3	44.6	36.7	33.3	44.5
Springfield Tech.Comm.Coll.	134	III	4	4	4	2	40.4	32.9	30.0	27.9	36.1	4	4	4	3	50.5	41.1	37.5	34.8	45.1
Stonehill College		IIB	2	1	2		48.1	40.6	33.4		39.8	1	1	1		62.7	51.8	43.5		51.3
Suffolk University		IIA	1*	1	1*	2	66.7	50.0	44.6	30.1	55.6	1*	1*	1*	2	84.5	64.5	56.8	36.6	70.7
Tufts University	148	I	1	1	1		72.1	51.7	42.4		56.3	1	1	1		90.4	65.3	53.0		70.7
Univ. Massachussets-Amherst		I	3	3	4		61.9	47.2	37.6	-----	53.2	3	3	4		75.0	57.7	46.6	-----	64.8
Univ. Massachusetts-Boston		IIA	1	1	1		58.8	47.9	40.0		49.6	2	2	2		70.0	57.7	48.5		59.6
Univ. of Mass.-Dartmouth	163	IIA	3	2	2		50.1	42.4	36.0	-----	45.6	3	2	2		62.3	53.3	45.2	-----	56.9
Univ. of Mass. at Lowell		I	4	3	2	3	58.6	47.2	40.3	29.2	50.8	4	3	2	3	70.2	57.5	49.8	37.7	61.6
Wellesley College		IIB	1*	1*	1*		68.1	49.7	41.3	-----	54.3	1*	1*	1*		88.2	64.6	51.6	-----	69.7
Western New England College		IIA	1	1	1*	1	64.2	46.7	43.2	33.3	49.7	1	2	1	2	78.8	58.5	52.7	39.8	61.2
Westfield State College		IIA	4	4	3		46.6	37.9	33.9		40.8	4	4	3		58.2	47.4	42.4		51.0
Wheaton College		IIB	1	1	2		57.5	41.9	32.1	-----	45.4	1	1	2		69.5	51.3	38.9	-----	55.0
Wheelock College		IIA	2	3	3		52.0	40.2	34.9	-----	40.8	3	3	3		63.3	50.1	41.5	-----	49.8
Williams College		IIB	1*	1*	1*		66.4	47.1	38.3		50.0	1*	1*	1*		86.7	63.0	52.2		66.5
Worcester Polytechnic Inst.		IIA	1	1	1*		61.6	49.0	42.8		51.5	1	1	1		78.0	63.1	52.4		65.0
MICHIGAN																				
Adrian College		IIB	4	4	4	4	37.8	32.2	28.0	24.0	33.4	4	4	3	4	46.9	40.0	35.9	29.4	41.7
Albion College		IIB	1	1	2	1	50.6	40.2	32.8	29.6	41.8	1	1	2	2	63.7	51.2	40.0	34.7	52.2
Alma College		IIB	2	2	2	2	48.5	37.7	31.6	27.4	39.4	2	2	2	2	60.1	47.5	39.6	34.0	49.2
Aquinas College		IIB	4	5	5		36.3	30.1	26.1		30.6	4	4	5		45.0	39.0	30.6		37.9
Calvin College		IIB	3	2	1	2	42.9	37.9	34.5	28.2	40.3	2	2	1	2	55.5	49.7	43.7	33.6	52.0
Center for Creative Studies		IIB	4	4	5		37.2	30.3	24.3	-----	33.6	4	4	5		45.0	37.2	30.5	-----	41.0
Central Michigan University		IIA	2	2	2	2	55.7	45.6	37.3	30.0	46.2	2	1	2	2	72.0	59.9	49.0	39.7	60.3
Concordia College		IIB	5	5	5		28.8	25.2	21.3	-----	22.8	5	5	5		33.3	29.5	25.3	-----	26.9
Cranbrook Academy of Art		IIB									39.8									60.7
Delta College		III	1	1	1*	1	51.5	46.0	40.5	33.2	43.3	1	1	1*	1	66.2	59.6	53.0	44.2	56.3
Detroit College of Business	58	IIB									27.9									36.4
Eastern Michigan University		IIA	2	2	2	2	52.8	42.3	37.0	30.9	43.6	2	2	2	2	67.4	54.0	47.2	39.4	55.8
Ferris State University	67	IIA	4	3	2	1	47.0	41.3	36.8	33.9	40.5	3	2	2	1*	59.5	53.2	48.2	44.9	52.2
GMI Engrg.&Mgmt.Institute		IIB	1	1	1*		52.9	44.3	39.1	-----	46.9	1	1	1*		65.8	55.5	49.3	-----	58.6
Grace Bible College		IIB					-----		-----		-----					-----		-----		-----

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY MEN				WOMEN				AVERAGE SALARY BY RANK AND BY SEX MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
23.					----	----	0.0	0.0	1	2	2	4	1	5	8	6	----	----	----	----	----	----	----	----
27.	ALL	96.			6.6	7.0	6.7		77	14	25		9	11	23		69.9	48.3	40.1		63.4	48.3	40.0	
37.	ALL				6.1	----	----	----	9	2		1	1	1	2		----	----		----	----	----	----	
20.		ALL	35.		----	5.9	4.6	----	3	6	6	1	2	1	11	2	----	----	32.8	----	----	----	30.2	----
27.	95.	89.	36.		7.9	5.9	5.3	6.1	17	29	25	3	4	9	19	2	----	40.9	33.2	----	----	37.5	31.3	----
27.	81.	76.			5.0	4.9	4.9	----	31	31	22	2		6	17	4	----	58.5	51.4	----		56.2	44.5	----
25.	93.	37.	3.		4.5	4.9	4.5	3.6	41	61	45	6	2	21	28	6	----	55.5	47.2	41.6	----	47.9	42.3	35.0
24.					8.1	8.9	7.3	----	14	51	73	3	1	2	7		----	----	31.5	----	----	----	28.2	
25.	97.	95.	6.		7.4	7.9	9.0	6.5	136	156	70	8	29	71	62	5	71.9	54.7	50.0	----	60.4	48.3	44.0	----
24.					----	7.8	9.4	3.9	4	12	7		3	4	5	7	----	----	----		----	----	----	----
24.	96.	94.			0.3	0.9	1.2	----	143	50	37	1	21	21	14		64.1	45.7	38.2	----	57.5	44.2	35.1	
24.	ALL	97.			3.7	6.0	4.8		48	43	25	1	8	17	18	1	64.8	47.3	41.1	----	68.3	43.6	38.6	----
23.	ALL	97.			5.2	5.3	5.6	----	30	66	30	3	6	21	21	2	65.0	47.3	37.6	----	58.4	44.5	37.2	----
10.		83.			----	23.2	12.6		4	12	27	2					----	----	----	----				
30.	ALL	38.	26.		0.0	0.0	0.0	0.0	5	5	7	7	1	3	16	3	----	----	30.6	----	----	----	28.2	----
30.	72.	55.	6.		6.2	5.2	8.3	----	22	21	16	4	3	8	15	2	----	48.5	37.0	----	----	46.3	39.2	----
24.	ALL	78.	9.		8.3	7.0	7.0	----	6	9			5	9	11	5	----	42.3			----	40.8	----	----
25.	99.	88.	65.		0.0	0.2	0.0	----	54	26	52	3	27	24	32	5	46.5	39.1	34.1	----	44.9	37.2	32.6	----
36.	89.	33.			4.3	5.2	6.8	----	32	11	9	1	5	4	5	4	----	----	----	----	----	----	----	----
20.	86.	83.			2.4	2.1			14	11				1			----	----				----		
23.					5.4	5.8	5.4		16	14	12		7	13	8		54.4	44.4	34.8		51.0	43.0	33.2	
23.	ALL								622	126	179	12	73	54	89	3	93.6	53.0	48.7	----	79.9	49.4	46.0	----
19.					----	----	1.6	----	3		5	1	1	3	14	2	----		----	----	----	----	----	----
20.	92.	42.	33.						22	6	4		17	6	2	1	46.1	35.2	----		44.7	34.1	----	----
26.	ALL	58.			6.0	7.0	8.2	4.6	529	168	128	28	36	27	37	10	84.6	60.6	49.7	34.8	74.8	57.0	48.8	29.8
20.	ALL	ALL							26	19	3		1	1			----	----	----		----	----		
30.	ALL	92.	7.		4.3	5.7	5.4		22	47	26		1	13	20		----	39.8	32.7		----	37.6	32.1	
25.	ALL	93.			3.8	6.5	7.6	----	51	26	27	3	24	28	23	4	66.6	45.9	37.5	----	63.1	47.6	37.6	----
25.	ALL	83.	41.						31	16	18	3	4	7	16	3	----	38.1	31.6	----	----	33.7	31.1	----
14.	ALL	75.	11.						51	9	2	2	30	15	7	8	40.9	31.0	----	----	36.0	31.1	----	----
29.	96.	85.	7.		0.0	0.0	0.0	----	216	197	152	2	31	88	80		66.1	51.4	45.4	----	60.5	48.3	41.9	
22.	ALL	ALL	86.		3.7	5.8	7.2		5	3	1		5	3	6		----	----	----		----	----	----	
25.	ALL	86.	19.		4.4	4.2	4.5		3	4	4		7	18	12	1	----	----	----		----	----	----	----
25.	98.	73.			0.0	0.0	0.0	0.0	31	12	8	2	32	40	40	4	56.1	45.9	32.7	----	54.7	42.9	33.3	----
26.	97.	82.	2.		7.0	9.2	8.2	7.2	91	30	21	3	35	38	42	7	68.1	48.6	38.6	----	67.1	48.0	37.8	----
23.					2.6	3.4	4.5	----	34	34	27	9	9	16	29	5	49.3	37.1	29.5	----	43.2	34.6	29.6	----
25.	98.	82.	46.						56	20	9	4	36	24	15	9	41.6	32.7	33.0	----	38.6	33.1	28.2	----
29.	ALL	89.			6.1	5.6	5.6		20	38	24		4	9	14		----	40.7	33.9		----	40.3	32.7	
27.	78.	16.			5.1	5.1	5.3	4.0	87	54	12	5	16	25	13	12	67.4	51.8	43.4	----	63.1	46.1	45.7	----
26.	92.	86.			5.7	6.1	8.5	----	113	98	63		20	47	41		71.9	53.4	43.4		73.0	48.3	40.8	
22.	99.	95.	6.		0.4	1.4	2.3	----	541	222	94	1	81	76	76		62.5	48.0	38.8	----	57.8	44.7	36.0	
20.	ALL	97.	23.						122	123	34		32	66	43		59.5	48.3	41.5		55.8	47.1	38.8	
25.	99.	93.	38.		0.0	2.2	1.2	----	152	40	25	2	38	21	15		50.6	43.2	36.1	----	47.7	41.0	35.9	
21.	99.	85.	18.						165	156	43		35	43	23	6	59.3	47.5	41.1		55.3	46.0	38.9	----
28.	99.	98.			9.5	10.0	12.5	----	49	26	21	1	45	21	49	4	68.6	50.1	41.4	----	67.5	49.2	41.2	----
23.	ALL	86.	13.		10.1	7.8	7.9	----	38	39	25	6	9	3	13	7	65.0	----	44.9	36.9	61.0	----	39.9	30.1
25.	ALL	94.	55.						53	31	33		22	16	11		47.0	39.3	34.0		45.6	35.2	33.6	
21.	ALL	75.			3.1	3.9	5.2		24	7	10	1	15	13	19		58.5	40.7	32.9	----	56.0	42.5	31.7	
22.	ALL	76.			5.5	8.0	8.3	----	4	5	2	1	5	12	11	1	----	----	----	----	----	----	----	----
33.	ALL	94.	7.		5.7	7.2	6.2		68	22	59		8	12	40		67.4	47.8	38.5		58.7	45.8	37.9	
26.	96.	83.	3.		3.6	5.2	4.9		68	63	50		2	7	12		----	49.5	43.1		----	44.2	41.5	
25.	ALL	ALL	7.		0.0	0.4	0.6	----	28	9	10	3	8	3	4	4	41.5	----	----	----	24.7	----	----	----
25.	ALL	ALL	7.		6.8	6.2	7.1	8.0	43	18	17	3	4	8	12	6	----	41.0	34.2	----	----	38.5	30.8	----
25.	ALL	77.			4.6	5.4	7.5	----	23	18	8	3	2	4	7	3	----	----	32.2	----	----	----	30.8	----
24.	ALL	57.	13.		0.0	0.0	0.0		19	13	16		7	15	14		37.9	31.1	26.1		32.1	29.2	26.2	
29.	84.	14.			5.3	6.3	7.1	9.8	131	30	20	5	21	5	17	3	43.1	----	34.9	----	41.6	----	34.1	----
22.									26	11	5	1	5	1	1		----	----	----	----	----	----	----	
30.	98.	79.	33.	12.	7.5	7.9	7.2	7.0	186	137	109	10	32	40	65	16	56.3	46.9	38.4	32.0	52.5	41.1	35.4	28.8
18.	ALL	ALL	89.						9	14	8	1	1	4	1	1	----	----	----	----	----	----	----	----
52.																								
30.	ALL	ALL	83.	7.	6.0	7.0	8.0	9.6	32	51	20	11	6	29	26	30	51.7	46.5	41.3	34.0	50.6	45.3	39.9	32.9
30.																								
28.	99.	87.	36.	20.	5.6	6.0	6.2	4.7	227	130	78	7	68	72	80	13	53.8	43.6	37.8	34.0	49.6	39.9	36.3	29.2
29.	85.	73.	34.	80.	8.9	8.9	9.7	10.1	124	128	124	9	12	29	64	1	47.1	41.7	37.6	----	46.2	39.5	35.2	----
25.	ALL	98.	6.						50	41	13	3	3	6	4		----	44.4	----	----	----	43.3	----	
---					----		----		1		2						----		----					

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
M I C H I G A N (CONTD)																				
Grand Rapids Baptist College		IIB	5	5	5		32.4	26.7	23.8	-----	27.2	5	5	5		40.1	34.6	30.2	-----	34.4
Grand Valley State Univ.		IIA	3	2	3	3	51.3	43.8	35.0	28.4	42.7	3	2	2	1	63.9	56.8	47.6	41.1	55.5
Hope College		IIB	2	2	2		48.5	39.2	31.4	-----	40.6	1	1	2		65.2	53.1	41.7	-----	54.6
Kalamazoo College		IIB	1	2	1		50.2	39.9	33.5	-----	42.5	1	1	1		64.2	50.9	42.1	-----	54.1
Lake Superior State Univ.		IIB	2	1	1	3	45.9	40.4	33.6	26.0	38.6	2	1	1	2	58.8	52.2	43.5	33.8	49.7
Lansing Community College	10	III	3	2	2	2	41.5	38.2	33.9	30.1	35.6	3	2	2	1	52.1	49.0	44.5	40.5	46.1
Madonna University		IIB	3	3	2	2	43.5	36.2	32.2	27.7	34.8	3	4	2	2	51.3	41.6	38.8	32.9	41.2
Marygrove College		IIB	4	4	5		38.0	32.3	25.1	-----	30.5	4	4	5		46.9	39.9	31.0	-----	37.7
Michigan State University		I	3	3	3	3	62.4	47.3	38.9	28.2	52.5	3	2	2	3	77.9	60.7	50.8	38.2	66.5
Michigan Technological Univ.		IIA	1	2	1	3	63.8	45.3	39.0	28.4	47.2	1	1	1	2	81.2	59.4	51.8	39.2	61.6
Nazareth College		IIB			5		-----	-----	24.6		27.7			5		-----	-----	29.3		33.2
Northern Michigan University		IIA	2	2	4	2	52.0	43.2	32.4	28.7	43.3	2	2	3	2	66.6	55.8	42.8	37.6	56.1
Oakland University		IIA	2	1	1	1*	56.3	47.4	38.7	36.8	47.1	1	1	1	1*	74.3	63.2	52.2	48.9	62.7
Olivet College		IIB	4		5		37.1	-----	25.8	-----	28.7	4		5		47.8	-----	30.1	-----	34.5
Reformed Bible College		IIB	5				28.3	-----			27.8	5				36.7	-----			35.5
Sacred Heart Major Seminary		IIB					-----	-----	-----	-----	24.1					-----	-----	-----	-----	31.3
Saginaw Valley State Univ.		IIA	4	3	3	2	46.2	40.6	34.8	30.0	41.3	3	3	2	2	59.3	52.6	45.6	39.8	53.3
Siena Heights College		IIB		4	3		-----	32.7	28.9	-----	30.4		4	3		-----	41.0	36.4	-----	38.4
Spring Arbor College		IIB	5	4	4		34.2	30.9	27.0	-----	30.1	4	4	4		43.0	37.4	33.1	-----	37.1
Thomas M.Cooley Law School		IIA	1*	1*	1*		79.0	67.4	49.4		68.9	1*	1*	1*		99.0	91.1	63.1		88.3
Univ.of Michigan-Ann Arbor		I	1	1	1	1	73.3	53.8	45.5	33.5	57.9	1	1	1*	1	89.6	67.7	58.0	43.9	72.0
Univ.of Michigan-Dearborn		IIA	2	2	1		52.8	43.2	38.3	-----	43.1	2	2	1		66.3	55.0	49.2	-----	54.8
Univ.of Michigan-Flint		IIA	2	2	2		54.4	44.6	37.6	-----	42.3	2	2	2		67.3	55.8	47.4	-----	53.0
Wayne State University	13	I	3	2	1		64.6	49.9	42.9	-----	50.7	3	2	1		79.8	62.6	53.4	-----	63.1
Western Michigan University		I	4	3	4	5	55.4	44.8	36.3	24.6	45.9	4	3	4	4	68.9	56.3	45.8	31.8	57.5
Western Theological Seminary		IIA	5				39.5	-----	-----	-----	36.4	5				48.4	-----	-----	-----	44.6
William Tyndale College		IIB						-----	-----	-----	24.8						-----	-----	-----	31.2
M I N N E S O T A																				
Augsburg College		IIB	3	3	3		40.9	34.1	29.6	-----	34.3	3	3	4		53.4	43.0	35.2	-----	43.0
Bemidji State University	3	IIA	3	4	4	5	48.5	37.3	32.6	24.3	39.8	3	4	3	4	61.5	48.2	42.5	32.6	51.1
Bethel College		IIB	4	4	4	4	39.4	32.5	28.4	24.3	33.2	3	3	3	3	51.7	43.2	37.1	30.5	43.6
Carleton College		IIB	1	1	1		58.5	45.5	37.1	-----	48.1	1	1	1		73.7	56.6	46.3	-----	60.3
College of Saint Benedict		IIB	2	2	3	3	44.1	36.8	30.4	26.0	34.0	2	2	3	3	55.2	46.7	37.1	31.5	42.3
College of St. Scholastica		IIB	2	2	2	2	46.1	37.7	31.6	28.2	34.4	2	2	2	2	55.5	46.6	39.3	35.3	42.5
Concordia College-Moorhead		IIB	2	2	2	1	48.8	39.8	33.2	29.5	38.9	2	2	2	2	60.4	48.7	40.0	34.6	47.4
Concordia College-St. Paul		IIB	4	3	3		38.7	34.5	30.3	-----	33.7	4	3	3		46.2	42.0	36.9	-----	40.9
Gustavus Adolphus College		IIB	2	2	2	3	46.1	38.6	32.1	24.9	38.0	2	2	2	3	58.5	48.1	40.3	32.4	47.9
Macalester College		IIB	1	1	1		59.4	45.1	35.2	-----	47.7	1	1	2		72.9	56.4	41.1	-----	58.2
Martin Luther College, Dr.		IIB									24.9									33.4
Metropolitan State Univ.		IIB	1	1	1	2	49.6	40.1	35.3	27.2	39.5	2	2	1	2	59.9	48.8	43.0	33.2	48.0
Minneapolis Coll.Art&Design		IIB	4	4	5		37.8	31.3	25.9		32.5	4	4	5		44.7	38.4	30.5		39.0
Moorhead State University	107	IIA	3	3	4	4	49.7	40.2	32.3	25.9	40.6	3	3	3	3	63.7	51.8	43.1	35.1	52.7
Northwestern College		IIB	4	4	4		36.1	32.6	28.8	-----	31.3	3	3	3		50.6	44.3	36.9	-----	41.7
Northwestern Coll. of Chiro.		IIA		5	5			34.6	30.5	-----	30.5		5	5			40.8	36.1	-----	36.2
St. John's University		IIB	2	1	2		48.6	40.6	32.6	-----	39.2	1	1	2		64.3	53.4	40.4	-----	50.7
Saint Mary's Coll. of Minn.		IIA	4	4	5		45.3	37.0	27.2	-----	37.2	4	5	5		54.5	44.9	33.8	-----	45.1
St. Olaf College		IIB	1	1	1	2	52.1	40.5	33.9	28.4	41.5	1	2	2	2	64.4	49.9	41.3	34.4	51.1
United Theol.Sem.Twin Cities		IIA	5				35.7	-----	-----		33.1	5				43.3	-----	-----		40.4
Univ. Minnesota-Twin Cities		I	3	3	2	2	63.0	45.9	40.0	33.0	53.2	3	2	2	1	79.0	59.3	52.1	43.8	67.7
Univ. Minnesota-Duluth		IIA	2	2	2	3	54.6	43.4	36.7	27.9	43.9	2	2	2	2	69.5	56.2	48.1	37.5	56.7
Univ. Minnesota-Morris		IIB	1	3	3	2	50.0	36.2	31.0	28.1	36.2	1	2	2	1	63.8	47.4	41.1	37.8	47.3
Univ. Minnesota-Crookston		III		2	2	3	-----	39.4	33.9	27.3	35.4		2	2	2	-----	51.2	44.6	36.7	46.4
Univ. Minnesota-Waseca		III		2	2		-----	40.1	34.6	-----	37.2		2	2		-----	52.2	45.5	-----	48.7
University of St. Thomas		IIA	2	3	3	1	54.4	40.8	34.1	31.6	38.2	2	3	3	1	67.0	50.8	43.2	40.3	47.9
Winona State University	182	IIB	1	1	1	3	49.7	40.9	33.9	25.2	41.2	2	2	1	3	61.0	50.6	42.4	32.4	51.0
M I S S I S S I P P I																				
Alcorn State University		IIB	5	4	4	5	34.0	31.4	28.0	20.1	26.0	5	4	4	5	41.8	38.7	34.7	25.4	32.4
Belhaven College		IIB	5	5	5		32.6	28.6	26.3		28.7	5	5	5		37.9	33.4	30.8		33.5
Delta State University		IIA	5	5	5	5	36.1	29.7	26.6	21.6	29.8	5	5	5	5	43.7	36.1	32.5	26.7	36.3
Jackson State University		IIA	5	5	5	5	37.9	33.2	30.4	23.6	31.7	5	5	5	5	45.6	40.0	36.8	28.7	38.3
Millsaps College		IIB	2	3	2		48.6	35.5	31.7	-----	37.9	2	3	3		60.0	44.2	38.0	-----	46.4
Mississippi State University		I	5	5	5	5	47.8	38.2	34.4	22.0	39.4	5	5	5	5	56.9	45.7	41.3	26.7	47.2
Mississippi Univ. for Women		IIA	5		5	5	35.6	-----	27.1	23.5	29.9	5		5	5	43.2	-----	33.2	28.9	36.5
Mississippi Valley St. Univ.		IIB	5	5	5	4	33.6	30.1	25.2	22.5	27.7	5	4	5	4	41.4	37.2	31.3	28.1	34.4
Reformed Theological Sem.	125	IIA	3	2			48.0	42.3	-----		43.8	4	2			57.8	53.5	-----		53.8
Rust College		IIB		5	5	5	-----	23.8	25.4	20.9	23.4		5	5	5	-----	25.6	27.3	22.5	25.2
Tougaloo College		IIB	5	5	5	5	23.7	14.9	19.5	15.5	18.0	5	5	5	5	26.7	16.9	21.9	17.6	20.4
University of Mississippi		I	5	5	5	5	49.0	37.4	35.1	23.1	39.7	5	5	5	5	59.0	45.4	42.6	28.6	48.0

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
27.	ALL	82.	42.		5.0	5.0	5.0	----	11	14	8			3	4	1	----	----	----			----	----	----
30.	95.	76.	13.	14.	6.2	6.2	6.7	6.6	81	62	51	3	14	39	42	11	52.0	44.7	36.0	----	47.4	42.3	33.9	----
34.	ALL	90.	4.		6.8	7.1	7.6		58	40	18		6	12	27	1	48.9	39.4	32.1		45.2	38.6	31.0	----
27.	ALL	75.							37	14	9	2	3	10	11	3	----	40.8	33.4	----	----	38.7	33.6	----
29.	ALL	92.	55.		7.4	6.8	6.3	5.3	27	26	20	6	2	10	13	3	----	41.1	33.4	----	----	38.6	34.0	----
30.					4.8	4.8	4.8	4.8	33	39	18	24	16	15	13	35	43.3	38.8	34.8	31.2	38.0	36.7	32.7	29.3
18.	11.	7:			17.0	9.0	15.7	15.6	11	5	16	3	8	9	21	10	45.4	----	33.6	----	41.0	----	31.1	----
23.	ALL	96.	29.		7.9	8.4	8.7	----	2	7	6		6	16	11	1	----	34.2	25.4		----	31.5	24.9	----
27.	99.	89.	4.						851	347	242	25	114	139	175	34	63.2	48.0	39.9	28.2	57.0	45.5	37.5	28.3
30.	98.	94.	18.						76	107	73	11	5	18	15	6	----	46.0	39.5	30.5	----	41.4	36.7	24.4
20.			23.		----	----	0.0		1	2	4		4	1	9		----	----	----		----	----	----	
30.	ALL	97.	58.	11.	7.0	7.7	8.3	9.3	133	41	43	4	22	31	26	15	52.8	46.2	32.5	----	47.3	39.2	32.3	----
33.	ALL	91.	6.	38.	5.6	6.0	7.1	6.3	99	99	60	3	15	31	54	10	56.8	48.4	40.0	----	53.0	44.5	37.2	----
20.	ALL		19.		8.4	----	7.6	----	9	3	13	1	1		13	1	----	----	27.1	----	----		24.5	----
28.	ALL				0.8	----			6	2				1			----	----				----		
30.					----	----	----	----	3	1	1	2		1	2	1	----	----	----	----		----	----	----
29.	96.	69.	36.	17.					70	29	16	1	14	13	12	5	46.7	41.3	35.9	----	44.0	39.0	33.3	----
26.					----	5.8	6.5	----	1	16	16			10	12	1	----	32.7	30.5			32.6	26.8	----
23.	ALL	75.	35.		5.2	5.7	6.0	----	18	9	16	2	1	3	7	1	----	----	26.9	----	----	----	27.2	----
28.	ALL								20	5	4		1	5	6		----	----	----		----	----	----	
24.	97.	90.			4.1	4.7	5.2	----	772	270	324	4	81	100	165	2	74.3	55.1	47.1	----	64.3	50.6	42.6	----
27.	ALL	90.			5.5	5.4	5.8	----	53	54	31	1	9	13	13		53.7	43.7	39.9	----	47.5	41.2	34.4	
25.	98.	90.			7.4	7.7	8.2	----	35	37	33	2	8	12	23		55.0	45.7	38.7	----	51.9	41.2	36.0	
24.	96.	82.	13.		5.7	7.1	7.4	----	283	187	138	1	35	74	79	2	65.0	50.1	44.1	----	60.9	49.3	40.8	----
25.	ALL	91.	17.		7.3	7.4	7.6	6.6	254	174	96	11	37	61	80	27	55.7	46.0	38.4	23.8	53.4	41.4	33.8	24.9
23.	75.								7	2	1		1			1	----	----	----		----			----
26.										1	3	1				1		----	----	----				----
25.	ALL	75.	4.		6.0	6.0	6.0	----	30	12	21		8	12	26	2	40.9	35.1	29.8		40.9	33.1	29.4	----
28.	ALL	67.	24.						78	32	36	8	7	23	18	6	48.6	37.9	33.3	24.1	47.3	36.5	31.1	24.4
31.	95.	64.	7.		7.2	8.0	8.2	6.9	32	31	17	2	6	8	12	6	39.5	32.6	28.7	----	38.9	32.1	28.1	----
25.	99.	86.			5.3	7.2	8.2	----	61	16	31	2	10	12	24	1	59.2	45.6	36.4	----	54.1	45.3	38.0	----
24.	ALL	98.	20.		6.0	6.1	7.3	8.4	8	23	20	1	7	29	34	9	43.9	36.6	29.8	----	44.4	36.9	30.7	----
24.	92.	85.	13.	8.	5.7	6.5	7.4	6.7	5	14	23	2	7	12	32	10	----	37.6	32.6	----	----	37.7	30.9	----
22.	98.	85.	21.	6.	6.8	6.7	7.5	10.2	43	28	36	9	4	11	26	7	----	39.6	33.3	29.7	----	40.4	33.0	29.4
21.	92.	56.	5.		3.0	3.0	3.0	----	11	15	16	1	1	3	4		----	----	----	----	----	----	----	
26.	ALL	94.	3.		5.0	5.4	6.8	7.6	45	36	26	5	6	13	14	11	46.4	38.8	31.6	----	43.9	37.8	33.0	----
22.	91.	91.	3.		6.0	7.3	9.2	----	46	23	12		7	9	24	5	60.2	45.0	35.6		53.6	45.4	35.0	----
34.																								
21.	93.	61.	17.						10	5	7	6	5	13	11	1	----	----	35.2	----	----	----	35.3	----
20.					0.0	0.0	0.0		13	9	6		4	9	4		----	31.1	----		----	31.4	----	
30.	ALL	85.	31.						99	37	60	10	24	28	35	12	49.9	39.9	33.0	25.3	48.8	40.6	31.1	26.4
33.					4.5	5.7	4.8		9	11	21	1	2	4	5		----	----	----	----	----	----	----	
18.					12.6	11.0	----			4	23	1		2	4	2		----	----	----		----	----	----
29.	ALL	96.	16.		5.4	5.5	5.6	----	27	39	31	2	3	11	12	3	----	41.7	33.4	----	----	36.6	30.6	----
21.	87.	68.							25	20	16		5	5	7	1	----	----	27.7		----	----	26.1	----
23.	ALL	ALL	9.		6.6	6.9	7.8	7.6	76	53	35	9	5	32	33	10	----	40.8	34.3	28.8	----	40.1	33.4	28.1
22.	ALL				10.4	----	----		7				1	2	2		----				----	----	----	
27.	96.	93.	7.						682	326	179	2	77	126	112	9	63.4	46.3	41.3	----	59.4	44.9	37.9	----
29.	96.	96.	22.						72	76	55	6	8	26	33	5	55.1	43.9	37.0	----	50.6	42.2	36.2	----
31.	ALL	96.	17.						25	16	26	13	4	8	10	14	----	35.7	30.6	29.6	----	37.2	31.9	26.8
31.		93.	80.						3	12	14	4		3	6	2	----	----	33.8	----		----	34.2	----
31.		ALL	31.						3	11	9	1		1	4	3	----	----	----	----		----	----	----
25.	80.	89.	22.	4.	4.0	4.4	4.6	4.3	27	64	85	20	3	27	46	8	----	42.1	35.7	31.1	----	37.7	31.2	32.7
24.	98.	73.	20.						91	46	39	11	19	25	35	12	50.5	41.5	34.5	25.5	46.2	39.9	33.1	24.9
25.	82.	51.	16.						8	28	24	31	9	9	14	37	34.0	31.8	27.9	20.3	33.9	29.9	28.1	19.9
17.	75.	71.	15.						8	4	7			3	6		----	----	26.9			----	25.6	
22.	79.	16.	9.		2.3	6.5	3.5	3.8	54	18	28	14	12	14	17	19	36.2	30.9	26.5	22.8	35.7	28.2	26.6	20.8
21.	89.	79.	25.						51	43	70	18	23	30	32	35	38.5	33.6	31.2	24.4	36.6	32.6	28.7	23.2
23.	96.	85.	14.		5.4	6.0	6.1	----	21	19	23		5	7	5	3	----	36.6	----		----	32.4	----	----
20.	91.	68.	12.						280	160	144	25	20	35	49	40	48.2	38.7	35.2	25.2	42.2	35.8	32.2	20.0
22.	86.		37.						18	2	11	7	25	2	24	15	37.1	----	27.4	24.6	34.5	----	26.9	22.9
24.	70.	79.	30.		7.0	8.0	6.7	5.5	23	9	24	12	4	5	16	5	----	----	25.6	----	----	----	24.5	----
23.					5.2	4.0	----		13	8	2				1		----	----	----				----	
8.		55.	38.	5.					4	7	10	8		4	6	12	----	----	26.7	21.0		----	23.2	20.9
13.	67.	50.	16.	15.					8	11	13	3	4	9	6	10	----	18.1	19.4	----	----	10.9	19.7	----
21.	94.	84.	10.		3.2	4.2	4.0	2.5	130	97	101	10	12	19	46	14	49.4	38.4	36.4	24.2	45.4	32.4	32.2	22.4

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
M I S S I S S I P P I (CONTD)																				
Univ.of Southern Mississippi		I	5	5	5	5	53.9	40.6	34.1	24.2	41.1	5	5	5	5	63.4	48.5	40.9	29.1	48.9
William Carey College		IIB	5	5	4	3	25.4	26.2	26.8	24.8	25.8	5	5	4	3	31.2	32.1	32.9	30.4	31.7
M I S S O U R I																				
Assemblies of God Theol.Sem.		IIA					-----	-----	-----		37.3					-----	-----	-----		40.9
Avila College		IIB	4	4	5	3	35.3	31.0	25.4	25.6	28.8	5	5	4	4	41.8	36.5	33.6	29.4	34.7
Baptist Bible College		IIB		5	5		-----	29.2	23.8	-----	28.3		5	5		-----	33.2	27.4	-----	32.2
Central Bible College		IIB	4	4	5		37.2	30.6	25.0	-----	29.6	5	5	5		41.3	34.9	28.6	-----	33.5
Central Christian Coll.Bible		IIB	5				26.2				26.2	5				34.6				34.6
Central Methodist College		IIB	4	4	4	4	37.7	30.5	27.3	22.9	29.4	4	5	4	5	44.6	36.2	32.2	27.0	34.8
Central Missouri State Univ.		IIA	3	3	3	4	48.4	41.2	35.1	25.3	40.0	3	3	3	4	58.6	50.2	43.0	31.5	48.8
College of The Ozarks		IIB	3	3	2		42.1	36.2	33.1	-----	37.4	3	3	2		51.4	43.9	39.9	-----	45.5
Columbia College		IIB	4	5	5		35.1	30.2	26.1	-----	28.2	5	4	5		42.1	37.1	31.6	-----	33.9
Conception Seminary College		IIB									29.5									34.3
Concordia Seminary		IIA	5	5	5		33.7	29.7	25.7		29.1	5	5	5		41.8	37.5	33.1		36.8
Cottey College		III	4	4	5		37.9	32.3	27.2	-----	31.3	4	4	5		46.5	39.9	33.3	-----	38.5
Covenant Theol. Seminary	3	IIA		5			-----	28.5	-----		29.5		5			-----	33.6	-----		34.7
Culver-Stockton College		IIB	4	4	4		39.0	32.5	27.9	-----	31.9	4	4	4		46.9	39.1	32.8	-----	38.1
Drury College		IIB	3	3	3		41.4	35.2	29.6	-----	34.2	3	3	3		50.9	43.1	36.2	-----	42.0
Eden Theological Seminary		IIA					-----	-----	-----		43.3					-----	-----	-----		50.7
Fontbonne College		IIB	5	5	5		32.9	26.6	23.2	-----	26.0	5	5	5		38.7	31.6	27.9	-----	31.0
Hannibal-LaGrange College		III		5	5		-----	27.7	23.9	-----	24.8		5	5		-----	34.5	29.5	-----	30.8
Harris-Stowe State College		IIB	5	5	3	3	34.3	28.7	29.0	25.8	29.5	5	5	3	3	42.1	35.6	35.8	32.0	36.4
Kansas City Art Institute		IIB	3	3	4	4	40.7	35.4	28.0	23.6	34.8	4	3	4	4	48.9	42.0	33.2	27.7	41.5
Lincoln University	13	IIA	5	5	5	5	38.3	32.2	28.9	23.8	30.0	5	5	5	5	47.0	39.7	35.6	29.7	37.0
Lindenwood College		IIA	5	5	5	3	36.9	32.6	27.6	26.9	30.7	5	5	5	4	42.3	37.6	31.9	31.2	35.4
Logan Coll.of Chiropractic		IIB		3	4	3	-----	33.8	28.4	25.2	31.5		4	4	4	-----	40.4	32.9	29.5	37.1
Maryville College		IIA	5	5	5	5	42.1	33.8	27.4	24.3	33.0	5	5	5	5	48.7	39.6	31.9	28.3	38.4
Missouri Southern State Coll		IIB	2	2	2	2	47.6	38.7	32.1	28.4	35.7	2	2	2	2	57.7	47.4	39.4	34.9	43.7
Missouri Valley College		IIB		4	5	5	-----	30.6	26.0	22.4	26.7		5	5	5	-----	35.3	30.3	26.3	31.0
Missouri Western State Coll.		IIB	3	3	3	4	42.7	36.0	30.4	24.3	34.7	3	3	3	3	52.6	44.5	38.0	30.9	43.0
Nazarene Theol. Seminary		IIA	5				34.9	-----	-----		34.3	5				46.1	-----	-----		45.3
Northeast Missouri St. Univ.		IIA	3	3	3	3	49.7	40.4	33.5	26.6	37.3	3	4	4	4	60.1	49.2	41.1	33.0	45.6
Northwest Missouri St. Univ.		IIA	4	4	4	5	46.5	36.5	31.9	24.1	34.5	4	5	4	5	56.2	44.5	39.0	29.8	42.0
Park College		IIB	5	5	5		34.5	29.8	26.2	-----	28.6	5	5	5		40.9	36.2	30.7	-----	33.9
Rockhurst College		IIB	2	2	2	2	44.3	37.9	32.8	28.0	36.0	3	2	2	2	54.0	46.6	39.6	34.3	44.0
St.Louis College of Pharmacy		IIB	1	1	1*		49.7	43.1	37.7	-----	41.0	2	1	1		57.6	51.1	44.0	-----	47.9
St.Louis Com.Coll.Florissant		III	2	2	1		47.3	41.0	35.7	-----	43.4	2	2	2		57.1	50.1	44.2	-----	52.8
St.Louis Com.Coll.Forest Prk		III	2	2	2	1	47.1	41.1	33.5	30.2	40.8	2	2	3	2	56.6	50.0	41.5	37.8	49.7
St.Louis Com.Coll.at Meramec		III	2	2	2	2	47.4	40.3	33.7	29.2	41.6	2	2	3	2	57.0	49.1	41.8	36.7	50.5
Saint Louis Univ.-Main		I	4	4	4	3	58.6	43.6	36.7	30.1	46.3	4	4	4	3	67.2	52.6	45.4	38.2	55.1
Southeast Missouri St. Univ.		IIA	4	4	4	3	44.1	38.4	32.4	26.9	36.9	5	4	4	4	52.7	46.3	39.2	33.0	44.5
Southwest Missouri St. Univ.		IIA	3	3	3	4	48.7	41.1	34.9	24.9	39.3	3	3	3	4	58.6	49.7	42.4	30.7	47.5
Stephens College		IIB									27.1									34.8
Univ.of Missouri-Columbia		I	5	5	4	4	53.0	39.8	36.7	25.0	42.7	5	5	5	5	61.9	47.0	43.3	29.9	50.2
Univ.of Missouri-Kansas City		I	5	5	5	4	50.4	39.8	34.3	26.7	42.2	5	5	5	-	58.9	47.0	40.3	31.2	49.6
Univ.of Missouri-Rolla		I	4	4	3		55.7	43.2	38.9	-----	48.1	5	5	4		65.2	51.2	46.1	-----	56.7
Univ.of Missouri-St. Louis		I	5	4	4	1	52.9	41.7	36.4	40.5	42.5	5	5	5	1	61.7	48.9	42.8	47.4	49.8
Washington University		I	1	2	1	1	72.6	50.2	42.0	36.8	56.4	1	2	2	1	88.0	60.8	49.5	43.1	68.0
Webster University		IIA	4	4	5		45.1	37.1	28.8	-----	35.3	4	5	5		55.8	44.8	34.9	-----	43.0
Westminster College		IIB	3	3	3		42.5	36.4	28.9	-----	36.0	3	3	4		51.0	43.9	33.8	-----	43.2
William Jewell College		IIB	3	4	3	4	40.8	32.5	29.0	23.3	34.2	3	4	3	4	51.4	41.3	37.7	27.6	43.4
William Woods College	180	IIB	4	5	4	3	35.3	28.1	27.8	24.6	29.3	4	5	4	3	42.6	34.8	33.6	30.1	35.6
M O N T A N A																				
Carroll College		IIB	4	4	4		37.4	31.2	26.4		30.9	4	4	5		45.3	39.0	31.7		37.8
College of Great Falls	PNA	IIB																		
Eastern Montana College	61	IIA	5	5	5	5	37.6	32.1	27.8	23.9	32.1	5	5	5	5	45.6	39.3	34.3	29.7	39.2
Montana Coll.Min.Sci.& Tech.		IIA	4	4	4	4	45.9	38.0	32.0	26.5	39.0	4	4	4	4	55.2	46.1	39.1	32.8	47.3
Montana State University		I	5	5	5	4	47.7	39.5	34.0	27.5	39.7	5	5	5	4	57.3	47.8	41.5	33.9	48.0
Rocky Mountain College		IIB	5	5	5		32.9	27.0	23.2		27.1	5	5	5		38.9	31.9	27.3		32.0
University of Montana		I	5	5	5	5	40.0	33.0	31.6	22.2	36.1	5	5	5	1*	47.9	39.8	38.1	67.2	44.5
Western Montana College	177	IIA	5	5	5		35.4	29.5	27.1	-----	28.5	5	5	5		43.0	36.2	33.3	-----	34.9
N E B R A S K A																				
Bishop Clarkson College		IIB		3	1	1	-----	36.2	35.2	30.9	34.1		3	1	1	-----	43.6	43.0	37.4	41.3
College of Saint Mary		IIB		4	4	4	-----	30.8	28.1	24.3	28.2		4	4	4	-----	37.6	33.3	28.2	33.7
Creighton University		IIA	1	2	3	5	59.4	42.6	34.3	22.0	41.1	2	3	4	5	71.5	50.3	40.1	25.6	48.6
Dana College		IIB	5	5	5		30.0	27.1	25.0	-----	26.5	5	5	5		35.5	32.7	30.6	-----	32.3

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY MEN				WOMEN				AVERAGE SALARY BY RANK AND BY SEX MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
19.	99.	80.	11.		2.5	3.5	3.3	3.4	159	114	103	22	25	44	72	39	54.6	41.3	35.7	23.6	49.9	39.0	31.8	24.4
23.	50.	7.	7.						11	7	8	1	3	7	7	12	----	25.7	28.3	----	----	26.7	25.1	----
9.									5	5	1						----	----	----					
21.					4.0	4.2	4.7	5.3	6	9	4	4	3	5	10	10	----	----	----	----	----	----	----	----
14.		ALL	86.						4	9	2	1		6	5		----	29.2	----	----		29.2	----	
13.					7.8	7.6	13.8	----	5	9	4		1	4	4	3	----	----	----		----	----	----	----
32.									6								----							
18.					0.7	4.1	5.3	7.2	11	14	6	4		3	15	6	----	----	28.5	----		----	26.8	----
22.	98.	88.	33.	6.					133	88	76	19	20	16	60	32	48.5	41.4	36.4	25.5	47.6	39.9	33.4	25.1
21.	97.	92.	39.		4.3	5.5	6.2	----	24	16	14	3	7	9	4		42.2	37.0	----	----	42.0	34.8	----	
20.	ALL	56.	25.		3.9	3.2	2.8	----	6	6	12	3	3	3	8	1	----	----	26.3	----	----	----	25.8	----
16.																								
26.	ALL	60.							6	10	10						----	----	----					
23.	ALL	ALL	23.		8.6	10.4	10.3	----	3	5	5		5	3	8	1	----	----	----		----	----	----	----
18.					----	----	----		2	6	1						----	----	----					
19.	73.	63.	11.		4.7	5.8	7.1	----	10	14	12	1	1	2	7		----	----	28.2	----	----	----	27.4	
23.	96.	58.			3.3	3.5	5.9	----	23	18	18	2	3	6	7	1	----	36.3	29.8	----	----	31.8	29.1	----
17.									4		4		1	2			----		----		----	----		
19.	ALL	77.	6.		5.2	8.2	8.8	----	4	6	8		5	7	8	5	----	25.7	22.8		----	27.3	23.7	----
24.									2	7	9			1	12	3	----	----	25.9			----	22.4	----
24.	90.	88.	56.	20.	0.0	0.6	1.3	0.0	7	3	2	4	3	5	7	6	----	----	----	----	----	----	----	----
19.	96.	ALL			5.7	5.9	5.7	----	21	6	2	2	2		9	4	----	----	----	----	----		----	----
23.	95.	50.	30.						18	16	16	13	4	4	21	17	----	----	30.6	24.8	----	----	27.6	23.1
15.									10	21	13	9	2	6	16		----	33.3	26.9	----	----	30.2	28.1	
18.		13.							4	10	5	7	1	5	4	2	----	----	----	----	----	----	----	----
16.	ALL	31.			7.0	7.0	7.0	7.0	16	5	9	2	9	11	14	11	42.6	----	26.0	----	41.1	----	28.3	----
22.	85.	90.	42.		4.8	3.7	4.5	5.8	36	40	40	23	4	11	22	13	----	39.0	32.5	30.6	----	37.3	31.4	24.3
16.		18.							3	14	15	12		3	9	3	----	----	26.5	----		----	25.3	----
24.	ALL	85.	29.		0.0	0.7	0.8	0.5	36	29	36	5	3	19	26	6	----	36.6	30.9	----	----	35.1	29.7	----
32.	ALL				5.0	----			10	3	2						----	----	----					
22.	97.	87.	26.	6.	3.7	4.7	4.3	4.1	51	58	110	15	9	21	54	17	50.0	40.7	34.0	29.1	48.1	39.6	32.3	24.4
22.	93.	55.	28.						49	41	55	14	6	10	28	26	46.3	37.2	31.4	24.9	48.4	33.9	32.8	23.7
19.	ALL	42.	6.		7.0	11.7	17.0	----	7	10	9		1	2	8	4	----	----	26.5		----	----	25.9	----
22.	93.	94.	26.		2.2	2.6	3.2	5.6	11	21	16	5	3	11	11	6	----	38.3	33.9	----	----	37.0	31.1	----
17.	89.	67.			5.4	6.4	6.0	----	9	7	7			5	9	3	----	----	40.4			----	35.5	----
22.					0.0	0.0	0.0	----	50	30	9	1	23	9	10	2	47.9	41.6	36.4	----	46.0	39.0	35.1	----
22.					0.0	0.0	0.0	0.0	29	17	5	8	11	25	13	4	47.6	42.9	----	----	45.9	39.9	----	----
21.					0.0	0.0	0.0	0.0	50	36	10	2	20	25	23	4	48.0	41.5	35.0	----	45.9	38.6	33.2	----
19.	ALL	91.	14.	10.	6.8	7.2	5.9	7.3	112	84	44	8	15	30	52	12	59.6	44.3	39.4	30.6	50.7	41.7	34.4	29.8
21.	94.	73.	49.	7.	0.8	1.3	0.7	0.7	94	90	62	13	15	23	47	32	44.2	38.3	32.4	27.9	43.6	38.8	32.4	26.5
21.	98.	88.	28.	27.	0.0	0.7	0.8	2.5	198	97	134	29	23	33	69	27	48.9	41.3	35.0	26.1	46.7	40.6	34.8	23.7
29.																								
18.	ALL	90.	6.	1.	0.1	0.4	0.7	2.2	305	207	146	35	25	58	88	35	53.3	40.2	38.5	25.1	48.9	38.5	33.7	25.0
18.	99.	87.	9.	14.	0.1	0.2	0.6	----	154	123	71	1	18	39	42	6	50.9	40.9	35.5	----	45.4	36.5	32.1	----
18.	99.	86.	11.		0.4	0.1	0.1		133	76	54	1	2	5	11		----	----	39.1	----	----	----	37.8	
17.	ALL	95.	8.		0.3	0.5	0.4	1.3	69	83	75	8	12	31	47	2	53.5	42.9	37.3	----	49.4	38.5	35.0	----
21.	97.	79.	2.						250	100	109	3	22	23	61	14	73.0	50.6	42.8	----	67.6	48.0	40.5	----
22.	ALL	86.	13.		5.2	6.9	6.1	----	16	17	19	2	12	12	26	1	44.9	38.9	29.4	----	45.3	34.7	28.4	----
20.	ALL	89.	9.		9.1	9.2	9.1	----	16	16	4	1	1	2	7	3	----	----	----	----	----	----	----	----
27.	92.	71.	50.		8.0	10.5	8.3	----	25	12	12	3	11	5	16	3	41.9	----	29.5	----	38.2	----	28.6	----
22.					9.3	16.1	9.9	15.1	14	11	14	11					----	----	----	----				
22.	ALL	73.	33.		3.0	3.4	5.2		11	22	9		2	4	12		----	----	26.5		----	----	26.3	
22.	87.	69.	17.		0.0	1.8	1.1		38	26	25	5	9	10	21	3	37.7	32.6	28.8	----	37.4	30.9	26.8	----
21.	97.	61.	5.		11.1	9.8	8.0	15.0	35	18	16	6	1	5	3	1	----	----	----	----	----	----	----	----
21.	95.	79.	13.	5.	11.7	11.5	10.6	8.1	155	111	89	9	6	34	67	11	47.9	39.6	34.9	27.0	41.8	39.3	32.9	27.9
18.	ALL	63.	13.						10	5	12		1	3	4		----	----	----		----	----	----	
23.	98.	58.			0.6	0.6	6.6	----	162	62	55	3	28	14	27	7	40.1	33.8	32.3	----	39.2	29.3	30.0	----
23.	83.	55.	21.		----	2.2	0.5	----	6	8	9	4		3	10	1	----	----	27.7	----		----	26.6	----
21.									1			2	3	10	9	13	----			----	----	----	----	----
19.					----	7.3	7.2	9.4	1	5	3	1		7	15	7	----	----	----	----		----	----	----
18.	97.	79.	23.	5.	6.1	6.0	7.1	7.5	60	91	64	10	6	20	68	9	59.4	43.3	35.1	25.1	60.2	39.3	33.6	18.5
22.	ALL	86.	63.		4.0	4.2	4.2	4.4	7	11	6	2	1	3	2	3	----	----	----	----	----	----	----	----

APPENDIX I NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
NEBRASKA (CONTD)																				
Doane College		IIB	3	3	3		40.4	34.5	29.8	-----	33.7	4	4	3		48.1	40.9	35.7	-----	40.3
Hastings College		IIB	4	4	4	4	37.3	32.6	27.1	23.3	31.1	4	4	4	4	45.2	39.7	33.5	28.0	37.9
Nebraska Wesleyan University		IIB	3	3	3		43.3	35.4	30.4	-----	37.1	3	3	3		52.5	43.7	37.4	-----	45.3
Peru State College		IIB	2	2	2	3	46.8	38.2	32.4	26.2	36.2	2	2	2	2	56.2	46.4	40.1	33.3	44.4
Union College		IIB	5	5			30.7	28.8	-----	-----	29.3	5	5			36.9	35.2	-----	-----	35.3
Univ. of Nebraska at Kearney		IIA	3	4	3	3	47.9	39.4	33.8	27.8	38.3	4	4	4	3	57.6	47.8	41.3	34.3	46.4
Univ.of Nebraska-Lincoln	3	I	3	3	3	5	61.0	45.1	39.0	24.7	48.8	4	4	3	5	72.5	54.8	47.6	30.8	58.7
Univ.of Nebraska at Omaha	3	IIA	3	3	1	2	49.0	41.7	38.1	29.0	42.1	3	3	2	3	58.7	50.3	46.1	35.7	50.7
Wayne State College		IIA	4	3	4	4	46.4	39.5	31.5	24.7	36.3	4	4	5	4	56.2	48.1	38.4	30.4	44.2
York College		III					-----	-----	-----	-----	21.5					-----	-----	-----	-----	23.9
NEVADA																				
University of Nevada, Reno	13	I	3	3	3		61.1	46.5	39.5	-----	48.5	4	4	4		69.9	53.9	46.1	-----	56.1
Univ. of Nevada-Las Vegas	9	IIA	1	1	1		60.0	48.3	39.2		44.9	2	2	2		69.3	56.2	46.0		52.5
NEW HAMPSHIRE																				
Colby-Sawyer College		IIB	3	4	4		40.2	32.8	27.2	-----	31.9	3	4	4		50.9	41.3	32.6	-----	39.5
Dartmouth College		I	1	2	2		73.3	49.7	41.4	-----	57.7	1	1	1		94.5	64.4	52.3	-----	74.1
Franklin Pierce College		IIB	4	3	3	3	35.5	35.5	29.7	25.8	33.4	4	3	2	3	48.7	45.6	38.7	32.4	44.0
Franklin Pierce Law Center		IIA	1				58.9				58.9	2				70.6				70.6
New England College		IIB	4	4	5		39.3	31.8	25.1	-----	31.2	4	4	5		48.1	39.9	30.5	-----	38.4
New Hampshire College		IIA	4	4	5		44.4	37.5	30.8	-----	38.0	4	3	4		57.6	49.9	40.3	-----	49.9
Plymouth State College		IIB	2	2	2		47.3	38.2	33.0	-----	40.5	2	2	1		59.0	48.4	42.3	-----	51.0
Rivier College		IIA	4	5	4		45.4	35.3	31.9	-----	35.2	4	5	5		54.7	43.2	36.9	-----	42.1
Saint Anselm College		IIB	2	2	2	2	48.0	37.7	32.8	27.1	36.1	2	2	1	2	58.7	47.6	42.3	34.2	45.8
University of New Hampshire	164	I	4	4	5		56.0	43.0	34.6	-----	45.0	4	4	5		68.6	53.8	44.1	-----	56.0
NEW JERSEY																				
Atlantic Community College		III	2	1	1		46.8	45.1	37.1	-----	41.6	1	1*	1*		68.0	65.5	55.7	-----	61.4
Bergen Community College		III	1*	1*	1	1	61.6	52.0	38.9	31.1	48.1	1*	1*	1	1	75.9	65.5	50.5	41.3	60.8
Bloomfield College		IIB	2	2	2		44.8	37.2	31.5	-----	36.1	2	2	2		57.5	46.5	41.0	-----	46.0
Brookdale Community College		III	1	1	1	1	55.5	44.8	36.4	31.2	45.3	1	1	1	1	70.2	57.9	48.1	41.9	58.4
Burlington County College		III	1	1*	1*	1	52.8	50.2	41.8	32.7	47.1	1	1*	1*	1	67.5	64.5	54.7	44.0	60.9
Caldwell College		IIB	3	3	4	3	42.3	35.1	28.4	25.4	32.6	3	3	4	3	50.8	43.0	35.1	31.2	39.8
Camden County College		III	1	1*	1*		55.4	49.0	42.3	-----	44.5	1*	1*	1*		72.2	64.7	56.8	-----	59.4
Centenary College		IIB		5	5		-----	28.2	23.6	-----	24.5		5	5		-----	33.5	28.2	-----	29.6
College of Saint Elizabeth		IIB	3	3	4		39.7	36.2	28.8		33.9	4	4	4		44.3	39.0	33.2		37.6
County College of Morris	54	III	1	1	1	1	55.2	45.9	37.1	30.3	45.0	3	3	4	4	55.2	45.9	37.1	30.3	45.0
Cumberland County College		III		2	2	2	-----	41.5	34.8	28.5	37.1		2	1	2	-----	54.1	46.3	39.0	49.0
Drew University		I	4	4	5		56.8	43.5	35.2	-----	48.1	4	4	5		68.6	52.3	40.9	-----	57.6
Essex County College		III	1*	1*	1*	1*	63.7	55.4	48.6	34.0	51.0	1*	1*	1*	1*	79.4	70.4	62.6	45.7	65.2
Fairleigh Dickinson Univ.	65	IIA	3	2	2	2	49.8	42.6	36.9	29.6	43.4	2	2	2	2	65.0	55.5	47.0	36.9	56.2
Felician College		IIB		4	4		-----	30.9	27.4	-----	28.0		5	4		-----	36.6	33.5	-----	33.6
Georgian Court College		IIB	2	2	1	2	47.0	38.2	34.4	28.3	37.1	2	2	1	2	55.9	46.4	42.3	35.0	45.1
Glassboro State College		IIB	1*	1*	1*		64.3	51.9	41.0		51.5	1	1*	1*		77.6	64.2	51.7		63.5
Gloucester County College		III	1	1*	1*	1*	53.1	49.4	47.8	40.0	47.7	1	1*	1*	1*	69.6	65.1	63.3	53.9	63.2
Jersey City State College		IIB	1*	1*	1*		66.9	51.3	40.0		52.1	1*	1*	1*		83.8	65.8	52.6		66.6
Kean College of New Jersey		IIA	1	1	1		62.9	50.4	40.6		51.1	1	1*	1		78.9	65.1	53.8		65.6
Mercer County Comm. College		III	2	1	2	2	50.2	43.3	33.7	28.3	41.1	2	1	2	2	63.2	55.3	44.2	38.0	52.7
Middlesex County College	12	III	1*	1*	1*	1	58.9	54.0	44.5	33.5	49.0	1*	1*	1*	1*	74.0	68.4	57.8	44.9	62.7
Monmouth College		IIA	2	1	2		56.5	47.3	36.6		47.0	2	1	2		72.9	62.8	47.1		61.3
Montclair State College		IIA	1	1*	1	2	62.8	50.8	40.5	29.8	51.5	1	1*	1	1	77.6	64.5	52.5	40.1	65.0
New Brunswick Theol.Seminary		IIB					-----		-----	-----	27.3					-----		-----	-----	46.0
New Jersey Inst. of Tech.		IIA	1*	1*	1*		76.9	60.1	49.9		60.0	1*	1*	1*		97.9	79.3	67.8		79.0
Ocean County College		III	1*	1*	1	2	60.0	54.3	38.5	28.7	43.8	1*	1*	1	2	71.9	66.1	48.0	36.6	53.9
Passaic County Comm. College		III		1	4	4	-----	43.6	29.0	25.4	32.9		1	4	3	-----	55.1	38.2	33.9	42.7
Princeton Theol. Seminary		I	2	1	2		67.8	52.3	40.2		57.7	1	1*	1		92.7	75.2	57.7		80.5
Princeton University		I	1*	1	2	1	88.2	52.3	41.3	34.7	67.6	1*	2	2	2	105.9	63.0	50.2	40.0	81.3
Ramapo College of New Jersey		IIB	1*	1*	1*		63.2	51.8	40.2	-----	52.0	1*	1*	1*		78.4	65.7	52.3	-----	65.8
Raritan Valley Comm. College		III	1	1	1	2	53.9	44.5	37.5	29.8	42.9	1	1	1	1	67.9	57.0	48.8	39.9	55.1
Rider College		IIA	1	1	1*		59.3	50.7	46.4	-----	51.9	1	1	1*		73.5	63.8	56.2	-----	64.5
Rutgers,State Univ.-Camden	22	IIA	1*	1*	1*	2	82.0	59.4	48.3	30.4	61.1	1*	1*	1*	1	100.1	74.7	62.2	42.1	76.6
Rutgers,State Univ.-Newark	22	IIA	1*	1*	1*	1*	83.5	60.6	49.7	34.6	65.8	1*	1*	1*	1*	101.8	76.0	63.8	46.9	81.9
Rutgers,State Univ.-N.Brswck	22	I	1	1*	1	3	79.9	57.9	45.4	29.4	62.5	1	1*	1*	2	97.7	73.1	58.9	41.5	78.2
Saint Peter's College	128	IIB	3	3	3	2	41.3	35.2	28.9	27.8	35.6	3	3	3	2	51.8	45.4	38.0	35.5	45.5
Salem Community College		III			1	1	-----	-----	37.9	31.2	34.3			1	1	-----	-----	48.3	40.5	44.2
Seton Hall University		IIA	1*	1	1	1*	67.3	50.2	40.9	35.1	51.6	1*	1	2	1*	81.6	60.2	48.6	45.8	62.0
Stevens Institute of Tech.		IIA	1	1	1		61.6	46.9	41.1	-----	52.9	1	1	1*		78.5	61.2	55.2	-----	68.4
Stockton State College		IIB	1*	1*	1*	1	63.1	49.7	38.8	30.6	47.7	1	1*	1*	1	76.0	61.0	48.3	38.7	58.5

(6)	(7)	(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY	PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
						MEN				WOMEN				MEN				WOMEN			
	PR AO AI IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
19.	ALL 82. 5.	7.3	7.8	5.8	----	13	9	15	2	4	2	7	2	----	----	29.8	----	----	----	29.8	----
22.	89. 74. 8.	6.0	6.4	6.5	8.3	17	16	14	2	1	3	10	4	----	----	28.3	----	----	----	25.5	----
22.	95. 79. 19.	6.6	7.1	8.6	----	29	14	13	3	8	10	8	2	43.7	35.9	31.6	----	41.9	34.6	28.4	----
22.	93. 36. 50. 8.	5.5	5.8	6.0	6.0	14	9	9	11		2	1	2	----	----	----	----		----	----	----
21.	84.	5.1	6.0	6.0		16	5	5	1	3	8			----	----	----	----	----	----		
21.	98. 77. 34. 22.	7.4	9.1	8.6	9.5	76	67	60	12	5	15	32	20	----	39.6	34.3	27.2	----	39.0	32.8	28.1
20.	98. 74. 5.	4.8	4.6	4.5	5.1	408	263	224	13	30	53	112	24	61.3	45.4	40.6	24.4	57.3	43.4	35.8	24.8
21.	99. 84. 15.	7.0	6.8	7.1	9.3	124	96	64	13	17	28	33	19	49.6	41.5	38.9	30.4	45.3	42.4	36.6	28.1
22.	97. 78. 19. 4.	6.5	6.4	6.6	7.2	31	20	15	13	5	7	16	13	----	40.0	32.2	24.3	----	38.3	30.9	25.1
11.		----	----	----	----	4	2	2	3		1	1	2	----	----	----	----		----	----	----
16.	91. 78. 6.	7.2	7.0	6.8	----	121	92	60	3	12	33	41	2	61.5	47.5	40.6	----	57.0	43.9	37.8	----
17.	92. 72. 13.					119	132	137		16	34	69		60.4	48.4	40.2		57.2	48.1	37.1	
24.	57. 69. 8.	5.3	5.3	8.8	----	5	7	4		2	6	9	1	----	33.5	----		----	32.0	----	----
28.	98. 95.	6.1	6.9	6.7	----	144	40	83	1	17	39	25	4	74.5	52.2	42.1	----	63.5	47.1	39.3	----
32.						19	21	10	1	5	6	6	5	----	34.7	29.8	----	----	38.1	29.4	----
20.	85.	7.5				17				3				----				----			
23.	21. 20.					19	11	16	1	5	4	15		----	----	25.9	----	----	----	24.2	
31.	19.	5.4	4.6	8.3	5.2	23	23	11	2	8	7	8	2	44.8	38.2	32.0	----	43.3	35.4	29.1	----
26.	84. 70. 33.	2.0	2.8	3.5	----	50	39	19	3	8	14	14	1	48.0	39.0	34.5	----	43.4	36.1	30.9	----
20.	ALL 50.	----	3.7	5.0		5	12	6		2	14	15	2	----	36.6	32.5		----	34.1	31.6	----
27.	ALL 82. 31. 13.					13	22	36	5	3	11	19	3	----	39.2	32.4	----	----	34.8	33.5	----
25.	98. 97. 6.					169	162	80	2	10	74	60	1	56.2	43.8	35.4	----	51.5	41.2	33.6	----
47.	ALL ALL 65.					15	11	15		4	10	16	2	----	47.9	39.6		----	42.0	34.7	----
26.	ALL 99. 55. 9.					33	50	24	1	17	36	23	10	62.4	53.7	40.7	----	60.2	49.7	37.1	----
28.	ALL 64. 13.					7	8	9	1	2	6	7	2	----	38.1	31.3	----	----	36.0	31.7	----
29.	ALL ALL 86.					44	20	12	10	21	18	23	14	56.3	46.3	37.8	32.4	53.9	43.2	35.7	30.3
29.	ALL ALL 92. 67.					13	26	8	3	4	8	5	6	----	51.3	----	----	----	46.5	----	----
22.	ALL 50.	6.5	8.1	8.8	8.0	2	7	6	3	6	7	11	3	----	36.1	28.2	----	----	34.0	28.5	----
33.	95. 96. 71.					20	15	25		2	11	20	2	----	51.4	45.5		----	45.7	38.3	----
21.	83.					2	4	8			2	10	5	----	----	23.7			----	23.5	----
11.	ALL 74.	3.2	7.2	4.7			1	4		9	18	15			----	----		----	----	----	
0.	98. 94. 56.					34	49	20	2	14	35	34	7	56.8	47.0	40.3	----	51.3	44.3	35.2	----
32.	ALL 62. 50.					3	10	7	2		5	6	6	----	----	36.8	----		----	32.4	----
20.	ALL 67.					44	18	12		17	9	14	5	58.4	43.9	35.1		52.6	42.8	35.4	----
28.	97. 96. 78. 41.					32	35	20	12	2	11	16	10	----	58.7	48.5	36.0	----	44.9	48.8	31.5
30.	99. 89. 31.	0.3	0.7	1.1	2.6	129	61	41	4	28	14	17	4	50.0	42.8	38.7	----	48.9	41.7	32.5	----
20.		----	4.5	5.5	----		7	6		1	4	15	5		----	27.0		----	----	27.6	----
22.	59. 62. 4.	8.7	11.2	9.2	9.2	11	5	11	3	6	8	17	8	46.1	----	35.3	----	48.6	----	33.8	----
23.	ALL 95. 59.					68	68	62		17	20	43		64.5	52.1	42.0		63.5	51.1	39.5	
32.	ALL 86. 90. 46.					12	11	15	7		10	6	6	----	49.6	47.9	40.1		49.1	47.6	39.8
28.	ALL 95. 50.	13.9	9.5	10.9		60	46	47		19	28	45		67.4	51.3	39.9		65.5	51.3	40.1	
29.	ALL 89. 45.					74	71	61		34	36	55		63.0	51.1	41.0		62.5	49.1	40.2	
28.	ALL ALL 74. 47.					29	25	15	6	8	13	16	9	51.0	44.4	35.9	28.3	47.0	41.2	31.5	28.3
28.	ALL 98. 76. 19.	6.2	6.5	6.3	9.2	34	35	36	9	12	21	31	18	60.3	55.5	47.4	35.6	54.9	51.5	41.3	32.5
30.	88. 89. 4.	4.3	4.5	5.3		43	50	21		5	6	24		----	47.7	38.9		----	44.0	34.6	
26.	ALL 92. 47. 15.					107	87	72	3	45	53	52	10	63.3	51.2	41.1	----	61.8	50.2	39.7	----
69.						3		2					1	----		----					----
32.	97. 77. 13.					95	88	71		8	9	13		77.7	60.1	50.2		67.4	59.5	48.3	
23.	ALL ALL 64. 6.	7.0	7.0	7.0	7.0	12	20	19	12	9	10	17	19	63.5	59.9	39.8	29.6	55.3	43.1	37.1	28.1
30.	67. 39. ALL					3	3	11	2	2	6	22	8	----	----	29.2	----	----	----	28.9	----
40.	ALL 90.					19	8	5		2	2	4		----	----	----		----	----	----	
20.	ALL ALL	7.0	10.0	9.4	17.8	348	46	144	10	38	16	52	5	89.0	53.3	42.1	----	81.1	49.3	39.2	----
26.	ALL ALL 43.					34	34	24		11	10	16	1	63.8	52.1	40.6		61.5	50.7	39.7	----
28.	ALL ALL 82. 11.					17	12	9	5	10	14	8	14	55.0	46.7	41.5	----	52.1	42.5	33.0	----
24.	98. 92. 2.	6.5	6.2	5.6	----	47	74	22		10	28	24	2	60.5	52.3	49.6		53.8	46.4	43.5	----
25.	ALL 88. 2.					48	65	25	3	6	17	21	5	83.1	59.7	49.8	----	73.2	58.4	46.4	----
24.	94. 84. 4.					108	91	41	1	26	45	40	7	84.0	61.0	53.1	----	81.7	59.7	46.2	----
25.	97. 95. 3.					474	309	150	39	78	111	117	26	80.8	58.5	48.1	28.4	74.7	56.3	41.9	30.8
28.	ALL 95. 13.	8.3	8.6	7.3	6.4	36	32	17	5	8	7	6	3	41.6	35.5	30.2	----	40.1	34.2	25.2	----
29.	ALL 54.					1	3	1	6			6	7	----	----	----	30.5			----	31.8
20.	97. 84. 23. 8.	6.0	6.0	6.0	6.0	84	76	62	7	17	31	45	5	67.3	50.0	41.4	----	67.2	50.5	40.2	----
29.	97. 43.					66	35	14	5	2	2	5		----	----	----	----	----	----	----	
23.	98. 91. 27.					37	36	34	6	7	18	29	7	63.5	50.4	38.6	31.4	61.4	48.5	39.0	29.9

APPENDIX I	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
NEW JERSEY (CONTD)																				
Trenton State College		IIB	1*	1*	1*	1	63.3	52.0	41.5	30.8	51.4	1*	1*	1*	1	81.3	66.9	53.4	39.5	66.0
Union County College	149	III	1	1	1	3	55.4	44.3	36.4	26.6	42.1	1	1	1	3	67.2	55.0	46.1	35.1	52.4
Upsala College		IIB	3	3	4	4	42.9	33.7	26.7	23.6	32.7	3	4	4	4	52.1	41.3	33.2	29.5	40.2
Westminster Choir College		IIA	5	5	5		13.3	26.0	22.6	-----	18.5	5	5	5		16.8	31.5	27.5	-----	22.7
William Paterson College		IIB	1*	1*	1*		63.8	50.8	40.5	-----	53.1	1*	1*	1*		81.2	65.4	52.2	-----	67.9
NEW MEXICO																				
College of Santa Fe	44	IIB	4	4	4		37.5	31.6	27.4		31.8	5	4	5		41.3	37.2	31.7		36.3
College of the Southwest	3	IIB			4				26.6	-----	26.3			5				29.7	-----	29.3
Eastern New Mexico Univ.		IIA	5	5	5		43.4	35.2	29.2	-----	32.4	5	5	5		53.3	43.7	36.8	-----	40.5
Eastern New Mexico U-Roswell		III				3		-----	-----	27.3	27.1				4		-----	-----	33.4	33.2
New Mexico Inst. Min.&Tech.		I	5	5	3		46.0	37.8	38.4	-----	40.5	5	5	4		55.4	45.9	46.6	-----	49.1
New Mexico St. Univ- Main	3	I	5	5	5	4	49.3	40.8	34.1	25.4	40.8	5	5	5	5	59.9	49.7	41.7	31.3	49.7
New Mexico St.U. Alamogordo	3	III				4	-----	-----	-----	24.8	28.5				5	-----	-----	-----	30.1	35.0
New Mexico St.Univ. Carlsbad	3	III			4	3	-----	-----	29.0	26.5	30.3			4	4	-----	-----	36.2	31.6	37.1
New Mexico St.Univ.-Grants	3	III				5	-----	-----	-----	21.7	23.4				5	-----	-----	-----	27.1	28.9
New Mexico St.Univ.-Dona Ana	3	III		5	4	4	-----	31.0	27.6	23.8	26.2		5	5	5	-----	37.8	33.5	29.5	32.1
San Juan College		III	4	4	3	1	38.5	32.6	31.5	30.5	32.1	4	4	3	1	50.0	42.5	41.0	39.7	41.7
Univ. New Mexico-Albuquerque		I	5	5	4		54.2	40.5	36.4	-----	44.2	5	5	5		64.3	48.4	43.7	-----	52.7
Western New Mexico Univ.		IIB	3	3	3		43.6	34.8	30.1	-----	35.2	3	3	3		53.5	42.5	36.7	-----	43.1
NEW YORK																				
Adelphi University		I	4	3	3		58.3	47.6	37.9		48.6	4	2	3		71.9	59.7	48.5		60.8
Adirondack Community College		III	2	3	4	4	45.5	35.6	29.2	24.9	35.5	2	3	3	3	60.3	47.2	39.3	34.3	47.4
Albany College of Pharmacy		IIB	2	1	1		48.0	41.9	36.3	-----	40.9	2	1	1		60.6	54.1	44.0	-----	51.1
Albany Law School		IIA	1*		1*		90.2	-----	58.5		79.5	1*		1*		112.4	-----	73.7		99.3
Alfred University		IIA	3	3	2	3	49.3	40.1	35.7	27.5	41.3	3	3	3	3	60.5	49.8	43.4	34.1	50.7
Alfred U.-NY St Col Ceramics	FN	IIA	1	2	3		62.1	42.7	34.9		47.8	1	2	3		79.3	54.5	43.7		60.7
Bard College		IIB	1*	1	1		60.7	44.3	34.6		48.5	1*	1	1		78.9	57.6	42.8		62.2
Barnard College		IIB	1*	1	1	3	67.3	44.4	36.8	26.1	45.7	1*	1	1	2	87.4	55.9	46.6	33.9	58.8
Broome Community College		III	1	2	1	1	52.7	42.2	37.3	31.1	43.9	1	2	1	1	66.0	53.3	47.8	40.2	55.6
Canisius College		IIB	1	1	1		51.5	45.2	36.4	-----	43.8	1	1	1		64.9	55.8	45.3	-----	54.5
Cayuga County Comm. College	13	III	2	3			47.2	36.9	-----	-----	43.9	2	3			59.2	47.1	-----	-----	55.2
Cazenovia College		IIB	4	4	4		39.3	32.3	28.4	-----	31.0	4	3	3		48.3	41.8	37.3	-----	39.8
Clarkson University		I	2	2	1	1	68.4	50.4	44.8	36.1	53.3	2	1	1	1	84.7	63.6	54.7	43.7	66.2
Clinton Community College	30	III	4	4	4		38.7	34.9	28.3	-----	32.9	4	3	4		50.2	45.6	37.7	-----	43.0
Colgate University		IIB	1*	1*	1*		63.2	47.9	38.2	-----	50.7	1*	1*	1*		80.8	60.3	47.5	-----	64.1
College of Aeronautics		III	3	2	2	2	42.8	38.9	33.1	29.5	37.9	3	2	2	2	53.1	49.2	43.3	38.7	48.0
College of Mount St. Vincent		IIB		3	3	2	-----	35.6	30.9	28.8	33.3		3	3	1	-----	43.8	37.9	36.2	41.0
College of New Rochelle		IIA	3	3	3		49.6	41.8	34.1		40.5	3	3	3		61.9	52.7	43.6		51.2
College of Saint Rose		IIA	4	4	4	4	46.5	38.7	33.1	26.1	36.7	4	4	4	4	54.5	45.9	39.5	31.6	43.6
Columbia-Greene Comm.College		III	2	2	2		49.2	39.1	34.9	-----	39.4	2	2	2		64.7	50.7	45.7	-----	51.6
Columbia University	45	I	1*	1*	1	1	82.0	54.5	42.0	38.5	64.3	1*	1*	1	1*	99.8	69.5	55.4	51.7	80.2
Columbia U.-Teachers College		I	2	1	3	4	68.4	52.7	39.2	26.1	55.8	1	1*	1	3	89.1	70.9	52.3	35.8	73.7
Comm.Coll. of Finger Lakes		III	3	3	4	4	43.4	36.3	29.2	25.3	34.2	3	3	4	4	54.4	45.9	37.5	32.8	43.5
Concordia College		IIB	5	5	5		34.1	28.8	25.4	-----	28.6	5	4	4		41.2	37.5	34.8	-----	37.2
Cooper Union for Adv.Sci&Art		IIB	1*	1*	1*		66.7	49.9	43.1		57.6	1*	1*	1*		83.5	63.7	55.4		72.8
Cornell Univ.-Endowed Colls.	52	I	1	1	1		74.9	52.0	46.0		58.8	1	1	1		93.9	65.9	57.7		74.0
Cornell Univ.-Statutory Clls	53	I	3	2	2	2	63.4	49.8	41.0	31.0	52.3	2	1	1	1	81.9	66.0	55.6	44.0	68.9
Corning Community College		III	2	4	4	4	47.8	34.3	28.1	25.2	37.5	2	4	4	4	60.5	42.1	37.0	32.3	47.5
Daemen College		IIB	3	3	3	1	41.2	36.7	28.9	30.3	34.0	3	2	3	1	52.0	47.0	37.0	38.3	43.3
Dominican College		IIB		2	2	3	-----	37.8	31.6	26.2	32.7		2	2	3	-----	47.8	39.6	32.5	40.9
Dowling College		IIB	1	1*	1*	1*	59.9	54.2	44.9	35.5	51.5	1	1*	1*	1*	72.5	65.7	54.8	42.7	62.5
Dutchess Community College		III	1	1	2	2	51.6	44.7	34.8	28.4	39.8	1	1	2	2	67.2	58.6	45.8	37.4	52.2
D'Youville College		IIB	4	3	3		35.2	34.4	29.4	-----	32.3	5	4	4		40.9	40.0	34.4	-----	37.6
Elmira College		IIB	3	4	4		43.7	30.9	26.8		32.3	2	4	4		56.2	40.6	34.0		41.6
Erie Comm. College (North)	64	III	2	2	2	4	46.0	38.6	33.6	24.6	39.3	3	3	2	4	56.0	47.7	42.1	31.3	48.4
Erie Comm. College (City)	64	III	3	2	3	4	43.7	38.3	32.4	25.2	34.3	3	3	3	4	53.5	47.4	40.7	32.8	42.9
Erie Comm. College (South)	64	III	2	2	2	4	46.3	39.5	32.6	24.6	37.9	2	2	1*	4	56.7	49.0	54.7	31.6	51.1
Fashion Inst. of Technology		III	1*	1*	1*	1*	71.1	55.0	45.0	35.5	51.7	1*	1*	1*	1*	87.5	69.1	59.3	48.5	66.3
Fordham University	70	I	2	1	1	1	70.9	53.9	42.0	36.0	55.3	1	1*	1	1	89.1	69.2	53.1	45.2	70.0
Fulton-Montgomery Comm.Coll.		III	2	2	4	5	45.0	39.5	29.0	23.2	37.0	2	2	4	4	57.5	51.0	38.6	31.7	48.1
Genesee Community College		III	4	4	4	4	40.9	34.8	28.7	24.5	36.6	3	3	4	3	55.8	47.2	38.4	33.9	49.9
Hamilton College		IIB	1*	1	1	1	61.3	45.4	35.2	32.5	45.0	1*	1	1	1	78.8	57.8	44.2	39.9	57.2
Hartwick College		IIB	2	1	2		47.6	40.6	33.0		40.0	2	2	3		58.9	48.6	38.6		48.2
Herkimer County Comm.College	30	III	3	3	5	5	42.5	35.6	26.9	22.9	32.0	3	3	4	5	54.5	45.6	34.9	29.3	41.2
Hilbert College		III				5	-----	-----	-----	22.0	27.6				5	-----	-----	-----	25.9	28.1
Hobart-William Smith Colls.		IIB	1	1	1		59.7	45.8	35.5	-----	43.3	1	1	1		73.6	54.9	42.6	-----	58.7
Hofstra University		I	2	2	1	1	66.0	50.8	44.0	37.7	53.0	2	1	1	1	83.0	63.4	53.6	46.5	65.9
Houghton College		IIB	4	4	5		36.2	31.5	26.2		32.1	4	4	4		48.9	37.6	33.9		41.0

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY MEN				WOMEN				AVERAGE SALARY BY RANK AND BY SEX MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
29.	96.	98.	50.		16.6	14.7	16.5	----	80	64	71	2	25	23	49	4	63.4	52.5	41.4	----	62.9	50.7	41.7	----
25.	ALL	ALL	75.	26.					33	33	11	13	12	36	17	25	55.8	45.1	36.5	27.1	54.5	43.6	36.3	26.3
23.	ALL	91.	89.	50.					12	8	7	2	3	3	11	4	----	----	28.6	----	----	----	25.5	----
23.	35.	82.							8	11	3		23	6	4	2	37.8	27.5	----		4.8	23.4	----	----
28.	97.	89.	38.		16.8	15.6	15.6		81	61	41	5	36	45	30		64.3	51.4	40.4	----	62.8	50.0	40.7	
14.	ALL	54.			14.4	17.1	10.2		12	8	13		2	5	5		----	----	----		----	----	----	
11.							18.2	----			7				6	1			28.6				24.3	----
25.	90.	61.	18.		0.8	1.4	1.5	----	18	30	36	1	2	8	24	1	----	35.2	29.9	----	----	34.9	28.1	----
23.				61.		----	----	1.8			2	16		1		20			----	27.5		----			27.1
21.	97.	81.			2.7	2.6	3.1	----	30	30	21	1	1	7		1	----	38.3	----	----	----	35.7		----
22.	97.	74.	5.		2.9	2.7	3.8	2.9	127	137	121	10	16	32	65	17	49.6	41.6	35.0	24.4	46.3	37.1	32.5	26.0
22.					----	----	----	2.4	2	3	4	6	2	2	1	11	----	----	----	25.1	----	----	----	24.6
22.			40.		----	----	3.3	----		5	5	2	2		5	4		----	----	----	----		----	----
24.						----	----	----		1	1	4	1			4		----	----	----	----		----	----
23.		ALL	40.			6.5	3.4	3.2	1	4	5	10		3	10	17	----	----	----	24.7		----	----	23.2
30.					6.0	6.4	6.4	6.4	4	12	8	14	2	3	9	10	----	----	31.9	30.6	----	----	31.2	30.4
19.	98.	87.	12.		5.3	5.3	4.9	----	269	169	124		46	84	82	2	55.1	41.4	38.2		48.8	38.7	33.7	----
22.	92.	60.	40.		1.0	1.9	2.0	----	24	6	10	2	2	4	15		----	----	26.3	----	----	----	32.6	
25.	95.	96.	41.						80	51	48		25	38	38		59.6	48.9	38.7		54.0	45.9	37.0	
34.	ALL	ALL	61.	36.	5.5	7.0	6.8	7.3	29	10	15	5	5	9	16	9	----	36.2	29.2	----	----	34.9	29.1	----
25.	88.	78.							8	9	3	1			6	1	----	----	----	----			----	----
25.	ALL								16	1	5		4	2	3		----	----	----		----	----	----	
23.	95.	72.	5.		4.7	7.3	6.3	----	40	22	27	1	4	7	12	6	----	40.0	37.4	----	----	40.5	31.9	----
27.	ALL	ALL	75.		2.4	0.2	0.4		16	13	10			2	2		----	----	----			----	----	
28.	86.	92.			6.9	7.3	6.8		30	9	14		5	4	13		----	----	35.1		----	----	34.1	
29.	96.	76.			5.1	5.3	5.7	----	22	11	29		26	6	27	6	68.9	45.1	36.7		66.0	43.2	36.9	----
26.	ALL	94.	53.	33.					44	40	20	3	11	27	23	3	53.8	45.1	39.1	----	48.3	37.9	35.7	----
25.	ALL	82.	17.		4.6	4.1	4.5		42	55	35		4	6	23	1	----	45.4	38.2		----	43.1	33.8	----
26.	ALL	ALL			4.6	13.0	11.0	----	33	2	2	1	9	5	3	2	48.0	----	----	----	44.4	----	----	----
28.	ALL	80.	10.		----	16.3	11.5	8.4	2	3	11		6	7	9	4	----	----	28.6		----	----	28.1	----
24.	95.	83.			4.6	4.6	4.5	4.2	55	54	47	2		6	11	7	----	50.4	45.0	----		49.9	43.8	----
31.	ALL	88.	15.		0.0	0.0	0.0	----	5	9	6	2	2	8	7		----	35.8	29.3	----	----	33.9	27.5	
26.	ALL	98.			5.9	7.0	7.2	----	69	35	39	2	8	18	22	1	64.1	48.9	38.6	----	55.7	46.0	37.6	----
27.	88.	55.							15	24	8	8	1	5	1		----	----	----	----	----	----	----	
23.		68.	9.		----	5.0	5.5	5.2		8	8	3	4	17	14	5		35.4	30.6	----	----	35.7	31.0	----
26.	ALL	66.	28.		2.5	4.0	4.4		6	15	9		6	23	16		50.1	41.0	33.8		49.1	42.4	34.3	
19.	ALL	96.	27.						7	25	23	4	10	20	25	4	45.8	38.3	31.1	----	47.0	39.2	35.0	----
31.	ALL	ALL	57.		7.0	6.9	7.0	----	10	8	7	2	2	9	7	3	----	40.9	36.2	----	----	37.5	33.6	----
25.	97.	35.			5.4	7.5	5.2	7.2	401	101	163	9	59	41	58	4	82.7	57.0	42.4	----	77.5	48.6	40.8	----
32.	97.	70.			5.3	5.4	6.6	8.2	41	20	5	1	21	17	17	9	70.0	53.6	----	----	65.3	51.7	----	----
27.	ALL	ALL	64.	5.					25	12	13	10	4	10	15	9	----	37.3	29.7	26.1	----	35.1	28.7	24.3
30.	89.	33.			2.9	4.7	7.4	----	9	10	4			5	8	2	----	----	----			----	----	----
26.	ALL	72.	11.						28	12	7		2	6	2		----	50.9	----		----	47.7	----	
26.	99.	92.			5.7	7.1	6.3		414	144	131		31	39	33		75.6	52.9	47.1		65.8	48.9	41.4	
32.	98.	82.	7.		0.1	2.0	1.6	11.2	287	184	83	15	29	48	44	36	63.8	49.9	41.0	31.1	59.6	49.5	40.8	31.0
27.	ALL	91.	9.		6.0	6.0	6.0	6.0	48	13	6	7	11	9	5	7	49.0	36.2	----	24.4	42.6	31.5	----	26.1
27.	94.	88.	15.						13	9	13	4	3	7	14	2	----	37.8	28.7	----	----	35.4	29.2	----
25.		89.	52.		----	4.6	3.5	3.6	2	4	9	1	2	5	12	5	----	----	32.2	----	----	----	31.1	----
21.	93.	66.	23.						23	22	13	4	6	7	13	5	60.7	54.9	44.1	----	56.8	51.8	45.7	----
31.	ALL	ALL	77.	9.	4.6	5.1	6.0	7.6	24	22	23	11	13	10	16	24	52.2	44.9	34.9	28.2	50.5	44.4	34.7	28.6
16.	ALL	63.	11.						6	11	12	2	4	16	15	2	----	34.8	29.0	----	----	34.2	29.8	----
29.	93.	95.	31.		6.1	4.6	5.2		15	10	19			11	7		----	32.5	27.0			29.5	26.4	
23.	ALL	ALL	ALL	19.	0.0	0.0	0.0	0.0	84	17	18	11	35	16	20	26	46.2	38.5	33.6	25.3	45.4	38.7	33.5	24.3
25.	ALL	ALL	ALL	45.	0.0	0.0	0.0	0.0	17	13	17	11	10	5	16	18	46.9	----	32.2	26.0	38.5	----	32.5	24.8
35.	ALL	ALL	ALL	17.	0.0	0.0	0.0	0.0	27	13	18	5	6	11	11	7	46.0	39.4	33.5	----	47.4	39.7	31.1	----
28.	ALL	ALL	84.						31	18	53	7	16	14	43	16	71.9	53.9	45.3	36.1	69.5	56.6	44.7	35.2
27.	92.	78.	20.		7.2	6.4	5.4	1.5	135	131	102	5	31	53	54	10	73.0	53.8	43.3	----	61.9	54.3	39.7	----
30.	ALL	ALL	92.						18	9	7	5	3	5	6	2	----	----	30.9	----	----	----	26.8	----
36.					8.6	9.4	----	10.3	31	4	3	6	19	3	3	7	42.3	----	----	26.1	38.7	----	----	23.2
27.	ALL	95.			4.9	5.3	6.4	5.2	34	25	21	9	3	14	25	4	----	45.2	36.1	----	----	45.9	34.5	----
20.	ALL	86.	14.		6.4	6.5	6.5		40	18	17		5	11	18		----	42.5	34.4		----	37.6	31.8	
29.	ALL	ALL	55.	25.	0.0	0.2	0.6	0.7	13	23	13	4	4	3	16	8	----	----	28.2	----	----	----	25.8	----
19.					----	----	----	5.1	4		1	5	1	3	4	4	----		----	----	----	----	----	----
21.	98.	95.			5.9	7.2	8.8	----	50	23	17	2	9	14	23	2	60.1	45.8	36.2	----	57.8	45.8	35.1	----
24.	94.	76.	6.		7.0	7.0	7.0	7.0	111	91	93	3	22	44	50	6	67.4	52.3	44.8	----	59.2	47.5	42.5	----
28.	89.	67.	6.		6.7	8.2	4.6		26	26	9		2	4	8		----	----	26.3		----	----	26.1	

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
NEW YORK (CONTD)																				
Hudson Valley Comm. College		III	2	2	1	3	48.7	41.5	35.4	27.6	40.3	2	2	1	2	62.1	53.3	45.9	36.3	51.8
Iona College		IIA	2	2	2	2	57.9	44.5	37.4	30.0	43.7	2	2	2	3	71.6	55.4	45.6	35.3	53.9
Ithaca College		IIB	1	1	1	3	53.7	42.7	34.7	25.7	40.1	1	1	1	2	67.2	53.8	43.6	33.0	50.4
Jamestown Community College		III	2	3	3	2	46.6	37.2	31.7	28.5	37.0	2	3	3	2	59.6	48.2	41.6	37.7	48.0
Jefferson Community College	30	III	2	2	3	3	48.4	39.7	31.4	26.2	36.6	2	2	3	3	60.8	50.1	40.3	33.9	46.5
Keuka College		IIB	4	4	5		37.1	31.1	25.9	-----	31.1	4	5	5		43.6	36.6	31.2	-----	36.8
Le Moyne College		IIB	1	2	2		49.4	39.8	33.0	-----	39.4	2	2	2		61.6	49.4	41.4	-----	49.2
Long Island University	95	IIA	2	1	2	1	56.2	47.4	37.1	31.4	48.2	2	1	2	2	71.9	60.9	46.4	39.0	61.4
Manhattan College		IIA	2	2	2		54.4	45.6	37.1	-----	45.0	2	2	2		70.4	57.9	46.6	-----	57.3
Marist College		IIB	1	1	1	2	51.8	43.1	34.9	27.9	38.3	1	1	1	1	66.7	55.7	44.3	37.7	49.1
Maryknoll School of Theology		IIB					-----	-----	-----		35.0					-----	-----	-----		39.0
Marymount Coll. Tarrytown.		IIB	3	3	2		43.4	35.8	32.1		37.1	3	3	3		51.5	42.2	36.7		43.5
Marymount Manhattan College		IIB		3	3		-----	34.5	29.5		33.2		3	2		-----	44.6	38.9		43.1
Medaille College		IIB	4	4	5		37.3	32.1	25.4	-----	30.8	4	4	5		47.2	39.2	29.9	-----	37.7
Mercy College		IIB	3	3	4		41.8	34.1	28.1	-----	34.4	3	3	4		51.0	42.4	35.3	-----	42.6
Mohawk Valley Comm. College	106	III	3	3	4	3	41.5	37.3	29.5	26.8	33.7	3	3	4	3	51.9	46.7	37.5	34.1	42.5
Molloy College		IIB	2	2	3	3	45.9	36.9	31.0	24.7	33.5	2	3	2	3	58.3	45.8	39.8	32.3	42.8
Monroe Community College	13	III	1	1	1	1	54.5	44.8	39.0	31.3	44.7	2	1	1	1	64.2	54.6	50.0	41.5	54.7
Mount Saint Mary College		IIB	2	3	2	2	47.1	36.6	32.4	26.6	36.9	2	3	2	3	56.5	44.3	38.7	31.6	44.2
Nassau Community College		III	1*	1*	1*	1*	69.0	53.6	47.6	41.1	57.6	1*	1*	1*	1*	87.6	72.2	65.7	58.7	76.0
Nazareth Coll. of Rochester	24	IIB	1	1	2		50.0	41.9	33.3		42.0	2	1	2		60.3	51.7	41.0		51.2
New School for Social Res.		I	2	1	3		68.6	51.6	39.2		48.9	2	1	1		86.5	67.4	52.4		63.5
N. Y. College Podiatric Med.		IIA	2	1			55.1	50.1	-----		48.6	2	1			69.2	63.5	-----		61.8
New York Inst. of Technology	110	IIA	2	1	2	1	56.8	46.8	37.7	33.0	45.6	1	1	2	1	74.2	60.7	47.1	44.1	58.5
New York University		I	1*	1*	1*	2	81.2	55.0	47.4	31.0	63.0	1*	1*	1*	2	104.2	72.3	61.7	40.5	81.6
Niagara County Comm. College		III	2	2	2	2	49.7	42.1	34.6	29.1	40.8	2	2	2	2	61.6	52.7	43.8	37.3	51.2
Niagara University		IIA	4	3	3	2	47.0	40.0	34.0	28.6	40.6	4	3	4	3	55.7	49.8	40.6	33.1	49.1
Onondaga Community College		III	2	2	1	1	48.8	40.8	36.6	31.2	41.5	1	1	1	1	65.8	55.0	49.4	42.1	55.9
Pace University		IIA	1	1	1		60.2	47.2	38.1	-----	50.6	1	2	2		73.8	58.2	47.6	-----	62.4
Pace Univ. School of Law		IIA	1*	1*	1*		92.2	74.3	53.3		82.6	1*	1*	1*		108.5	87.3	64.0		97.4
Paul Smith's Coll. Arts&Sci.	PNA	III																		
Rensselaer Polytechnic Inst.	3	I	2	1	1		70.7	52.4	44.6		59.6	2	1	1		85.7	64.0	53.6		72.4
Rochester Institute of Tech.		IIA	2	2	1	2	53.9	45.1	38.8	31.2	43.8	2	2	2	2	67.5	57.1	48.8	39.1	55.1
Rockland Community College		III	2	2	2	3	50.2	40.7	33.0	26.6	39.2	2	2	2	2	64.9	53.5	44.2	36.4	51.7
Russell Sage College		IIA	5	4	4	3	43.4	36.5	31.4	24.8	35.5	4	4	4	3	56.0	47.0	40.8	34.9	45.8
Sage Junior Coll. of Albany		III	5	5	5		33.6	27.5	25.2	-- --	28.5	5	5	5		42.4	34.9	32.2	-----	36.1
St.Bonaventure University		IIA	3	3	2	1*	47.6	39.6	36.1	34.2	40.7	3	3	2	1	59.9	50.6	45.4	44.1	51.5
St. Francis College		IIB	1	1	2		51.2	42.5	32.3	-----	42.0	1	1	2		64.2	54.6	40.7	-----	53.1
St. John Fisher College		IIB	2	1	1		48.6	40.4	34.1	-----	39.9	2	2	2		59.5	49.3	40.3	-----	48.3
Saint Joseph's College	127	IIB	2	3	2	3	44.1	36.0	31.8	25.8	33.8	3	4	3	3	50.1	41.5	36.7	30.2	38.9
St. Lawrence University		IIB	1*	1	1		61.5	45.7	35.4	-----	46.9	1*	1*	1		78.3	58.9	44.4	-----	59.6
St. Thomas Aquinas College		IIB	2	2	1		46.1	38.6	34.1	-----	38.4	2	2	1		95.6	49.6	42.0	-----	47.4
Sarah Lawrence College		IIB									51.2									64.7
Siena College		IIB	2	2	2		48.9	39.7	33.4	-----	40.2	1	1	1		63.6	51.8	43.0	-----	52.1
Skidmore College		IIB	1	1*	1*		59.4	46.2	37.8	-----	46.7	1	1*	1*		75.3	59.6	48.1	-----	59.7
SUNY Coll. Tech. at Alfred	31	III	2	1	2	3	50.8	43.0	33.9	26.5	41.1	2	1	2	3	63.7	55.1	44.2	35.1	52.5
SUNY Coll. Tech. at Canton	31	III	2	3	2	3	45.6	37.2	33.9	27.7	38.9	2	3	2	3	58.1	47.5	43.0	35.6	49.5
SUNY Coll. Tech at Cobleskil	31	III	2	2	2	3	48.4	38.1	32.8	27.3	39.6	2	3	2	3	60.8	48.9	42.1	35.2	50.4
SUNY Coll. Tech. at Delhi	31	III	2	3	4	4	46.1	37.7	28.9	24.7	36.0	2	3	4	4	59.6	48.2	37.3	32.2	46.4
SUNY Coll. Tech. at Frmgdle	31	III	1	1	2	2	51.2	43.8	33.4	28.1	41.4	2	1	2	3	64.6	55.3	42.6	35.6	52.4
SUNY Coll. Tech. at Morsvle	31	III	2	2	3		48.1	38.4	31.0	-----	38.4	2	3	3		61.1	48.8	39.7	-----	48.8
SUNY College at Brockport	31	IIA	1	1	1		58.4	48.2	38.4	-----	47.4	1	1	2		74.1	61.7	48.8	-----	60.3
SUNY College at Buffalo	31	IIA	2	2	3	2	52.3	42.1	34.0	31.1	43.5	2	2	3	2	66.6	53.7	43.8	39.5	55.5
SUNY College at Cortland	31	IIA	3	3	4		51.2	41.2	32.4	-----	42.8	2	3	4		66.0	53.0	41.4	-----	55.0
SUNY College at Fredonia	31	IIA	2	2	3	4	56.3	43.5	34.2	26.1	45.6	2	2	3	3	72.2	55.9	44.1	34.3	58.6
SUNY College at Geneseo	31	IIA	2	3	4	3	53.4	40.4	32.4	27.9	40.0	2	3	3	2	68.4	52.0	41.7	36.9	51.4
SUNY College at New Paltz	31	IIA	2	2	2		54.5	44.3	36.4		44.3	2	2	2		69.9	56.9	46.8		56.9
SUNY College at Old Westbury	31	IIB	1	1*	1	1	59.1	46.0	35.3	29.0	43.7	1	1	1	1	74.8	58.5	45.3	37.2	55.6
SUNY College at Oneonta	31	IIA	2	3	3		52.7	41.9	34.7		43.1	2	2	3		68.0	53.8	44.2		55.3
SUNY College at Oswego	31	IIA	2	3	4		52.3	42.0	32.6	-----	43.6	2	2	3		67.3	54.2	42.6	-----	56.3
SUNY College at Plattsburgh	31	IIA	2	2	3		53.3	42.7	33.4	-----	43.2	2	2	3		68.7	55.0	42.7	-----	55.5
SUNY College at Potsdam	31	IIA	2	3	4	3	52.9	41.0	32.3	27.6	40.6	2	3	3	3	67.6	52.8	41.9	35.8	52.2
SUNY College at Purchase	31	IIB	1	1	1		51.7	40.8	34.1	-----	40.6	1	1	1		66.4	53.0	44.3	-----	52.5
SUNY Coll.Tech. Utica-Rome	31	IIA		2	1	1	-----	44.7	38.2	32.9	42.0		2	2	1	-----	57.2	48.9	41.1	53.6
SUNY Coll.Env.Sci.&Forestry	31	IIA	2	2	2		57.1	45.2	37.6	-----	49.7	2	2	2		72.4	58.3	45.7	-----	62.9
SUNY Empire State College	31	IIB	1	1	1		53.3	43.2	35.1	-----	41.9	1	1	1		68.2	54.7	45.0	-----	53.3
SUNY Maritime College	31	IIB	1	1	1*		53.6	41.7	37.6	-----	43.7	1	1	1*		68.3	53.1	47.8	-----	55.6
SUNY State Coll.of Optometry	31	IIA	1*	1*	1*	5	66.4	54.4	44.8	18.8	52.3	1*	1*	1*	5	85.1	70.3	57.0	20.6	66.8
SUNY at Albany	31	I	1	1	3		71.2	51.8	39.1		55.5	1	1	2		89.3	66.1	50.0		70.2
SUNY at Binghamton	31	I	2	2	3		69.0	49.9	39.4		53.4	2	1	2		87.0	64.1	50.7		68.0
SUNY at Buffalo	135	I	1	1	2	4	73.5	52.7	40.6	25.4	57.5	1	1	2	4	92.5	67.2	51.4	32.2	72.8
SUNY at Stony Brook	135	I	1	1	2	2	73.7	52.1	40.2	31.8	57.2	1	1	2	1	92.7	66.4	51.2	43.9	72.5
Suffolk Co.Comm.C Ammerman		III	1*	2	1	1	58.8	42.2	36.7	30.3	52.3	1*	1	1	1	73.7	54.8	48.3	40.7	66.3

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
29.	ALL	ALL	96.						72	32	40	18	26	20	33	24	48.9	43.9	37.8	27.8	48.4	37.6	32.5	27.4
23.	95.	78.	68.		6.5	6.7	7.1	5.2	36	57	38	4	7	17	39	9	59.6	45.0	40.3	----	49.2	42.8	34.5	----
26.	ALL	96.	4.		6.0	6.4	10.5	8.0	59	95	85	13	9	45	75	18	53.8	43.5	35.7	25.3	52.9	40.9	33.7	26.0
30.	ALL	ALL	61.	13.					25	18	11	4	7	13	17	12	47.1	38.7	32.5	----	44.7	35.1	31.2	----
27.	ALL	ALL	71.						15	7	11	3	3	3	10	7	----	----	32.1	----	----	----	30.6	----
18.	93.	63.	7.		8.9	10.4	9.4		13	2	8	1	1	6	7		----	----	26.3	----	----	----	25.4	
25.	ALL	91.	12.		1.6	2.3	5.5	----	23	41	16	4	4	15	18	1	----	40.2	32.9	----	----	38.6	33.2	----
27.	95.	65.	7.		7.1	7.4	9.3	7.8	186	120	60	10	52	50	62	13	57.2	48.3	37.9	32.7	52.5	45.3	36.4	30.4
27.	ALL	91.	49.		2.2	2.9	2.6	----	40	64	29	3	4	14	16	2	----	46.1	38.5	----	----	42.9	34.5	----
28.	73.	72.	32.		3.8	4.0	4.4	3.8	15	28	48	5		8	34	4	----	44.5	35.5	----		38.1	34.1	----
12.									3	1				2	1		----	----				----	----	
17.	ALL	ALL	41.						11	7	9		7	16	8		43.8	39.5	33.9		42.9	34.1	30.2	
30.		86.	58.		----	7.6	7.6		2	7	10		3	14	9		----	34.5	30.5		----	34.5	28.4	
22.	ALL	53.			7.0	7.4	7.0	----	6	8	2	1	4	9	9	1	----	31.3	----	----	----	32.7	----	----
24.	88.	27.							30	24	27		22	17	25	5	42.0	34.2	29.5		41.4	34.0	26.6	----
26.	ALL	ALL	60.	18.	6.0	6.0	6.0	6.0	31	22	36	19	12	15	19	15	42.3	38.0	31.1	29.7	39.5	36.2	26.6	23.0
28.	93.	76.	71.						4	6	4	2	10	11	41	11	----	37.4	----	----	----	36.6	----	----
22.	ALL	95.	89.	33.	7.1	8.2	7.9	9.1	78	47	23	22	32	27	23	26	54.9	45.6	39.3	31.6	53.5	43.3	38.6	31.0
20.	ALL	50.	11.		6.1	----	7.1	8.0	7	2	10	2	9	4	8	6	48.4	----	33.3	----	46.1	----	31.3	----
32.	ALL	98.	92.						164	76	43	25	62	61	41	48	70.2	54.9	48.1	41.5	66.0	52.0	47.0	40.8
22.	92.	72.	9.						16	18	19		22	11	16		49.5	41.9	33.6		50.3	41.9	33.0	
30.	91.	28.							22	15	13		10	3	13		70.6	----	39.6		64.3	----	38.8	
27.					4.2	4.2	----		6	5	2			2	2		----	----	----			----	----	
29.	98.	77.	13.		7.0	7.0	7.0	7.0	46	83	44	6	7	15	23	4	56.9	47.6	38.3	----	56.0	42.2	36.5	----
29.	95.	76.			6.1	6.1	6.9	23.0	435	214	158	17	98	105	97	28	83.6	56.2	50.3	30.1	70.8	52.5	42.8	31.6
25.	ALL	ALL	61.	16.					43	19	13	14	13	13	15	17	50.9	43.2	34.6	29.0	45.7	40.6	34.5	29.1
21.	ALL	86.	22.		7.3	6.8	6.8	----	30	36	6	4	10	13	12	5	47.9	41.2	35.6	----	44.3	36.8	33.3	----
35.	ALL	99.	71.	29.	6.5	6.5	6.5	6.5	41	38	30	5	24	32	22	2	49.4	41.8	38.7	----	47.8	39.5	33.8	----
23.	86.	59.	43.		9.6	7.8	6.9	----	137	74	50	1	44	45	45	1	61.0	48.1	38.8	----	57.8	45.7	37.3	----
18.	59.				5.9	6.7	4.6		22	5			7	4	7		93.1	----			89.3	----	----	
21.	96.	88.			4.1	4.4	4.2		172	101	61		9	14	17		71.1	53.2	46.0		63.4	46.6	39.6	
26.	99.	91.	45.	6.	8.2	7.4	8.4	7.4	149	166	123	12	16	39	65	4	54.3	45.5	40.1	----	50.7	43.3	36.5	----
32.	ALL	93.	44.						32	19	18	4	20	21	23	8	52.2	42.2	35.6	----	47.2	39.3	30.9	----
29.	ALL	96.	20.		6.3	7.0	7.2	----	11	23	16	1	10	28	24	6	45.4	37.7	33.6	----	41.2	35.6	30.0	----
27.	ALL	69.			7.1	7.8	9.7		4	5	5		11	8	11	2	----	----	----		----	----	----	----
26.	ALL	73.	35.	14.	4.1	4.1	4.1	4.1	44	41	44	1	2	3	4	6	----	----	----	----	----	----	----	----
27.	55.	44.	14.						16	13	10	1	4	3	4	3	----	----	----	----	----	----	----	----
21.	91.	84.	6.						21	35	19		1	9	17	2	----	41.3	36.5		----	37.2	31.4	----
15.	92.	47.							4	5	10	6	9	10	31	5	----	----	32.0	----	----	----	31.7	----
27.	ALL	96.	6.		4.5	5.1	6.6	----	44	43	28	3	4	13	21	2	----	45.9	36.2	----	----	45.1	34.3	----
23.	84.	ALL	43.		6.3	5.6	6.3	----	10	7	16	1	9	5	14	1	46.3	----	34.6	----	45.9	----	33.5	----
26.																								
30.	ALL	94.	22.		9.6	10.9	10.8	----	37	33	28	2	6	18	18	1	49.6	40.2	33.8	----	44.5	38.7	32.7	----
28.	96.	87.	7.		9.1	8.6	8.2	----	34	39	30	3	11	23	24	1	59.8	46.8	38.9	----	58.2	45.2	36.5	----
28.	ALL	95.	35.		0.7	0.8	0.6	0.1	50	53	33	13	2	7	10	5	----	43.5	34.2	----	----	38.6	33.1	----
27.	ALL	96.	42.		0.6	-0.3	1.5	2.0	33	20	17	3	6	6	7	6	46.3	38.1	34.0	----	41.9	34.4	33.6	----
27.	98.	76.	51.	25.	1.2	0.9	1.0	1.8	36	30	23	4	11	7	16	4	48.3	38.1	34.1	----	49.0	37.7	30.8	----
29.	ALL	97.	16.	8.	0.5	1.4	1.7	2.6	28	28	22	9	3	6	9	4	----	37.7	29.4	----	----	37.4	27.8	----
27.	ALL	86.	16.	3.	0.9	0.8	0.5	-0.8	74	49	31	21	13	20	38	14	51.9	45.3	33.1	28.1	47.4	40.1	33.6	28.1
27.	ALL	83.	23.		0.8	0.8	0.7	----	34	25	24	1	5	15	19	4	----	40.0	32.5	----	----	35.8	29.1	----
27.	99.	97.	41.		1.3	1.7	1.1	----	80	92	39	2	11	24	43	2	59.2	48.5	39.4	----	52.5	47.1	37.5	----
28.	99.	90.	18.		0.6	0.7	0.8	3.9	137	115	55	4	19	42	36	3	52.8	43.0	34.3	----	49.0	39.7	33.5	----
29.	99.	92.	11.		1.5	0.9	1.6	----	75	66	21		8	19	23	3	51.2	41.7	33.2		51.3	39.3	31.7	----
29.	ALL	94.	18.		0.6	1.3	0.8	----	90	56	29	3	5	10	22	6	----	43.7	35.4	----	----	42.2	32.6	----
29.	ALL	84.	12.		0.7	0.8	1.7	----	49	53	49	7	7	16	32	3	53.5	41.0	32.6	----	53.4	38.2	32.0	----
28.	98.	86.	26.		0.6	0.8	0.5		81	64	40		13	28	28		55.0	45.2	37.1		51.3	42.3	35.6	
27.	93.	93.	22.		0.6	0.9	0.9	0.8	25	23	22	1	5	19	24	8	----	46.1	34.6	----	----	45.9	36.0	----
28.	ALL	93.	34.		0.6	1.1	1.2		82	66	35		13	20	36		52.8	42.5	36.1		51.6	39.8	33.4	
29.	97.	79.	17.		0.6	0.9	0.5		105	81	45	2	17	31	25	1	52.4	43.0	33.8	----	51.4	39.4	30.5	----
29.	ALL	93.	17.		0.7	0.9	0.6	----	82	73	39	2	8	27	30		53.5	43.0	34.0	----	51.5	41.7	32.7	
29.	87.	78.	8.	7.	0.7	1.4	2.4	----	65	47	31	8	4	17	28	7	----	41.2	32.4	26.8	----	40.6	32.2	28.6
29.	ALL	74.	6.		0.7	0.7	1.8		17	41	19		7	17	12	1	52.0	41.1	34.4		51.0	40.3	33.6	----
28.		90.	15.		----	0.9	0.8	----	5	38	19	4		11	8	3	----	46.2	40.3	----		39.7	33.2	----
26.	98.	91.	12.		0.4	0.6	0.7		60	22	24	1	1	1	2		----	----	----	----	----	----	----	
27.	ALL	87.	10.		0.5	1.9	0.7	0.8	17	31	15	2	8	21	16	2	54.3	44.4	36.3	----	51.4	41.5	33.9	----
27.	93.	76.	25.		1.3	1.2	0.6		13	20	15	1	2	1	1		----	----	----	----	----	----	----	
28.	94.	50.			0.5	0.3	----		17	15	5	2		3	5	4	----	----	----	----		----	----	----
26.	99.	94.	7.		0.8	1.1	0.8		232	178	73		14	51	74		71.4	52.4	41.2		68.1	49.9	37.1	
27.	96.	95.	4.		0.5	0.9	1.3		154	135	74		17	35	34		69.8	50.7	40.3		61.8	46.7	37.6	
27.	98.	89.	2.		0.8	0.8	0.8	0.0	380	277	149	11	39	76	85	2	74.3	53.9	42.2	----	65.6	48.2	37.6	----
27.	96.	93.	5.		0.5	0.9	1.0	0.0	299	171	127	7	24	52	61	6	74.6	53.5	41.6	31.6	62.4	47.3	37.3	32.1
27.	ALL	96.	67.						111	25	8	9	54	21	13	4	60.8	44.0	37.2	----	54.8	40.2	36.3	----

APPENDIX I NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR AO AI IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR AO AI IN AR	(4) RATING OF AVERAGE COMP. PR AO AI IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR AO AI IN AR
NEW YORK (CONTD)						
Suffolk Co.Comm.Coll.-Eastrn		III	1 3	52.6 35.3 ----- ----- 44.5	1 3	66.3 46.3 ----- ----- 56.9
Suffolk Co.Comm.Coll.-Westrn		III	1 1 1 1	53.5 42.8 37.2 31.4 45.4	1 1 1 1	68.0 55.5 48.9 42.0 58.5
Sullivan County Comm. Coll.		III	2 2 2	45.5 40.1 33.7 ----- 41.3	2 2 2	59.2 52.8 45.1 ----- 54.1
Syracuse University	137	I	3 4 4 2	60.7 44.0 37.0 32.0 49.0	3 2 3 2	79.9 59.5 49.2 41.6 65.2
Syracuse Univ.-Utica College	13	IIB	2 2 3	44.8 36.8 30.4 ----- 36.6	2 2 2	57.7 47.3 39.4 ----- 47.2
Tompkins Cortland Comm.Coll.		III	3 4 4 3	42.0 34.9 29.2 26.6 36.3	3 4 4 3	53.2 44.8 37.8 34.8 46.4
Trocaire College		III	5 5	----- ----- 23.3 20.5 22.8	5 5	----- ----- 28.7 26.0 28.1
Union College		IIA	1 1 1 1	61.4 48.2 38.6 33.2 49.2	1 1 2 1	80.3 62.3 48.7 40.8 63.4
University of Rochester		I	1 1 1	73.6 51.5 43.7 ----- 59.4	2 2 2	86.6 61.1 51.6 ----- 70.0
Vassar College		IIB	1* 1* 1	63.3 46.8 37.4 ----- 47.9	1* 1* 1*	82.9 61.2 47.4 ----- 62.2
Villa Maria Coll. of Buffalo		III	5 5	27.8 ----- 19.2 23.9	5 5	33.0 ----- 23.4 28.6
Wagner College		IIB	2 3 3 3	44.1 35.1 30.8 25.7 35.6	2 2 1 2	57.3 46.4 42.5 33.3 47.2
Wells College		IIB	2 2 3	47.2 38.4 31.0 40.3	2 2 3	57.9 46.5 37.4 49.1
Westchester Community Coll.	30	III	1* 1* 1*	66.5 58.5 48.2 ----- 56.5	1* 1* 1*	86.2 76.4 63.1 ----- 73.8
NORTH CAROLINA						
Appalachian State University		IIA	4 3 3 3	47.2 39.9 34.7 26.9 40.9	4 4 3 3	56.9 48.4 42.2 33.1 49.5
Barton College		IIB	5 5 4	32.7 27.9 27.4 ----- 28.5	5 5 4	39.5 33.4 32.0 ----- 33.8
Belmont Abbey College		IIB	4 4 4	35.2 32.4 27.8 ----- 30.6	4 4 4	42.4 38.5 33.3 ----- 36.7
Bennett College		IIB	5 3 4 4	33.8 33.9 27.7 23.2 29.4	5 4 4 5	39.3 39.0 32.0 26.9 34.0
Brevard College		III	5 5 5 5	30.8 26.5 22.9 22.8 25.4	5 5 5 5	36.3 31.4 27.2 27.1 30.2
Catawba College		IIB	4 5 4	37.0 30.2 26.5 32.2	4 4 5	45.7 37.3 31.8 39.4
Davidson College		IIB	1 1 1	56.3 43.4 34.2 ----- 47.2	1 1 1	72.3 56.6 42.7 ----- 60.6
Duke University		I	1 1* 1	79.6 56.0 45.9 ----- 65.7	1 1 1	98.2 68.3 54.4 ----- 80.3
East Carolina University		IIA	1 3 2 2	58.6 41.3 35.8 31.0 42.3	2 3 3 2	69.8 50.0 43.6 38.0 51.1
Elizabeth City State Univ.		IIB	2 2 2	44.9 39.3 32.6 ----- 38.2	2 2 2	54.5 47.5 39.4 ----- 46.3
Elon College		IIB	3 2 2 3	42.7 37.1 31.3 25.2 34.3	3 3 3 4	52.5 45.6 37.9 29.3 41.7
Fayetteville State Univ.		IIB	1 1 1	50.7 41.1 34.2 ----- 37.8	2 2 2	61.2 50.0 41.8 ----- 46.0
Gardner-Webb College		IIB	5 5 5 4	30.9 27.7 25.9 23.2 27.8	5 5 5 5	36.7 33.4 30.8 26.3 32.9
Greensboro College		IIB	4 3 3	37.7 33.9 29.0 ----- 32.1	4 4 4	45.6 41.0 34.1 ----- 38.3
Guilford College		IIB	2 2 2	45.1 37.0 31.7 ----- 37.3	2 2 2	58.0 48.1 41.2 ----- 48.2
High Point University		IIB	3 3 3	43.4 36.3 29.2 32.1	3 3 3	53.9 45.6 36.0 39.8
Johnson C. Smith University		IIB	4 5 4 4	35.4 29.6 27.0 23.8 28.2	4 5 4 4	42.7 36.0 33.0 29.3 34.4
Lees-McRae College		III	5 5	----- 24.7 20.4 ----- 22.9	5 5	----- 28.9 24.1 ----- 26.9
Lenoir-Rhyne College		IIB	4 4 3	37.7 32.6 30.1 ----- 34.7	4 4 3	46.8 40.5 36.2 ----- 42.8
Louisburg College		III	5 5 5 5	32.3 26.8 25.3 22.1 28.0	5 5 5 5	39.6 33.1 31.5 27.7 34.6
Mars Hill College	13	IIB	5 4 4 4	35.0 30.7 26.4 23.3 30.8	5 4 5 5	41.1 37.6 30.8 27.0 36.3
Meredith College		IIB	3 3 2 2	41.9 35.5 31.4 28.4 35.2	3 3 3 2	49.7 42.1 37.2 33.8 41.7
Methodist College		IIB	5 5 4	31.0 29.1 26.7 ----- 28.6	5 5 5	36.6 33.8 31.2 ----- 33.4
Montreat-Anderson College		IIB	5	29.3 29.3	5	36.3 36.3
Mount Olive College		IIB		27.7		32.6
North Carolina A&T St. Univ.		IIA	3 2 1 3	50.6 42.4 38.1 28.5 41.1	3 3 2 3	60.9 51.4 46.3 35.1 49.8
North Carolina Central Univ.		IIA	3 2 2 1*	50.8 42.4 36.0 34.2 41.4	3 3 3 1	61.2 51.4 43.7 41.9 50.2
North Carolina Sch.of Arts		IIB	1*	38.1 38.0	1*	46.4 46.3
North Carolina State Univ.		I	3 3 3 2	63.9 45.6 38.3 30.5 47.9	3 3 4 3	75.9 55.0 46.4 37.4 57.5
North Carolina Wesleyan Coll		IIB	4 4 4	37.4 30.4 26.7 ----- 29.9	4 5 5	45.5 35.9 31.4 ----- 35.5
Peace College		III	5 5 5	36.4 31.2 27.0 31.5	5 5 5	44.8 38.3 32.7 38.6
Pembroke State University		IIB	1 2 1	51.4 39.6 33.6 40.5	2 2 2	61.9 48.1 41.0 49.2
Pfeiffer College	121	IIB	4 4 4	37.6 32.1 26.9 ----- 32.1	4 4 5	44.8 38.0 31.9 ----- 38.2
Piedmont Bible College		IIB		13.2		15.8
Queens College		IIB	2 3 3 4	44.2 35.9 29.1 23.3 33.7	3 3 4 4	53.7 42.5 34.7 28.0 40.3
Roanoke Bible College		IIB		----- ----- ----- 22.6		----- ----- ----- 26.2
St. Andrews Presb. College		IIB	5 5 5	34.2 29.8 25.9 ----- 29.3	5 5 4	41.4 36.8 32.1 ----- 36.0
Saint Mary's College		III	5 5	----- 28.1 25.3 ----- 27.6	5 5	----- 32.7 29.6 ----- 32.1
Salem College		IIB	4 5 5	35.1 30.2 25.5 ----- 30.0	4 4 5	44.7 37.8 30.8 ----- 37.4
Shaw University		IIB	5 5 4 2	29.3 27.9 26.9 26.6 27.6	5 5 4 1*	30.9 31.6 32.0 42.1 32.5
Southeastern Bapt.Theo.Sem.		IIA	5	31.1 ----- ----- 28.5	5	43.7 ----- ----- 40.5
Univ. of N.C. at Asheville		IIB	1 1 1	51.9 42.9 34.2 ----- 40.3	1 1 2	62.3 51.9 41.7 ----- 48.9
Univ. of N.C. at Chapel Hill		I	2 3 4 4	65.3 47.6 37.3 27.5 52.2	3 3 4 4	77.3 57.3 45.0 33.8 62.2
Univ. of N.C. at Charlotte		IIA	2 2 2	53.9 43.3 36.4 41.7	3 3 3	64.5 52.2 44.0 50.4
Univ. of N.C. at Greensboro		I	4 4 4 1	58.9 42.3 36.5 33.6 42.0	4 5 5 2	70.1 51.1 44.1 40.3 50.6
Univ. of N.C. at Wilmington		IIB	1 1 1	50.2 41.1 35.0 40.0	2 2 1	60.5 49.8 42.5 48.4
Wake Forest University		IIA	1 1 2 2	60.7 48.8 37.3 30.4 49.2	1 1 3 3	74.1 60.1 43.7 36.4 59.7
Warren Wilson College		IIB		27.7		34.8
Western Carolina University		IIA	3 2 3	49.2 42.1 34.1 ----- 40.2	3 3 3	59.4 51.0 41.7 ----- 48.8
Wingate College		IIB	5 5 5 5	34.9 29.6 26.3 21.5 29.1	4 5 4 5	42.5 36.3 32.2 26.6 35.6
Winston-Salem State Univ.		IIB	2 2 1	45.8 38.9 35.9 ----- 38.6	2 2 1	55.5 47.2 43.9 ----- 47.0
NORTH DAKOTA						
Bismarck State College		III	4 3	34.9 30.7 ----- 32.2	4 3	44.7 39.1 ----- 41.1

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY MEN				WOMEN				AVERAGE SALARY BY RANK AND BY SEX MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
28.	ALL	83.							15	3	2	1	3	3	1	4	----	----	----	----	----	----	----	----
29.	ALL	94.	44.						25	9	9	2	12	8	7	7	54.0	45.1	37.2	----	52.5	40.2	37.1	----
31.	ALL	89.	64.						22	14	6	1	9	4	5	2	46.6	----	----	----	42.9	----	----	----
33.	97.	80.	11.	14.	0.1	0.2	0.1	0.0	355	207	143	5	37	80	86	9	61.5	44.4	38.2	----	52.8	42.9	35.1	----
29.	ALL	83.	20.		3.3	3.5	4.2	----	23	32	20	1	4	16	15		----	37.2	30.4	----	----	36.0	30.3	
28.	ALL	ALL	77.	33.					17	8	7	2	13	7	6	4	45.2	38.5	29.1	----	37.9	30.8	29.3	----
23.					----	----	4.2	5.2		1	2	2	4	2	16	13		----	----	----	----	----	----	----
29.	95.	42.			5.9	6.8	9.8	----	56	47	27	3	3	10	22	6	----	48.8	39.2	----	----	45.6	37.9	----
18.	ALL	79.			4.4	5.2	5.0	8.2	219	103	89	1	24	33	46	3	74.7	53.6	45.2	----	63.9	45.1	40.8	----
30.	98.	93.			8.0	9.0	8.5	----	49	32	40	1	16	26	36	1	64.8	46.4	38.0	----	58.7	47.2	36.8	----
20.										2	1	3		8	1	5		----	----	----		----	----	----
33.	ALL	86.	56.		3.8	4.2	3.6	4.4	14	15	6	4	6	7	12	3	44.7	35.6	32.3	----	42.5	33.9	30.1	----
22.	ALL	ALL	7.		15.6	14.3	12.5		16	4	6		7	6	9		48.6	----	31.3		44.1	----	30.8	
30.	ALL	ALL	72.		0.8	0.8	1.1	----	37	37	29		9	27	38	1	66.6	58.3	51.0		66.3	58.8	46.0	----
21.	ALL	70.	6.		-0.1	0.4	-0.0	0.0	212	81	65	6	44	24	46	7	47.9	40.2	36.1	27.8	43.8	39.2	32.7	26.1
18.	89.	42.	10.		4.4	3.7	6.1	----	17	10	19	1	2	14	20	4	----	28.7	28.8	----	----	27.3	26.1	----
20.	ALL	67.	17.						9	12	11		2	3	13	1	----	----	28.1		----	----	27.5	----
16.	8.	11.	14.		5.5	3.2	4.1	4.4	8	4	9	1	4	5	13	8	----	----	30.1	----	----	----	26.0	----
19.	82.	78.							9	8	4	10	2	1	6	6	----	----	----	21.5	----	----	----	24.9
23.	97.	82.	9.		5.3	6.2	6.4	----	24	6	11		6	5	11		37.3	----	27.3		36.2	----	25.7	
28.	ALL	98.	8.		8.4	10.7	9.9	15.3	53	30	14	1	5	10	11	1	----	43.9	34.1	----	----	42.1	34.4	----
22.	ALL	79.	3.		7.2	8.0	7.2	----	300	116	103	1	25	44	42	2	79.2	56.1	46.5	----	84.8	55.8	44.3	----
21.	ALL	90.	27.		-0.4	0.2	0.2	2.2	174	143	130	5	35	57	96	10	60.0	41.8	37.0	----	51.5	40.0	34.2	----
21.	ALL	37.	19.		0.0	0.0	0.0	----	28	23	10	2	6	7	6	1	45.6	39.8	32.1	----	41.5	37.5	33.4	----
22.	96.	59.	2.		5.8	5.9	5.2	6.0	20	26	30	6	6	8	28	10	43.4	37.7	32.2	24.2	40.6	34.9	30.4	25.8
22.	96.	84.	38.		-0.2	-0.3	0.3	----	21	45	32		5	17	15	1	----	41.2	34.6		----	40.9	33.3	----
18.	88.	62.	12.		3.1	3.1	5.0	6.4	25	10	6	4	9	3	11	11	31.1	----	26.5	----	30.4	----	25.5	----
19.	ALL	18.			9.2	9.8	7.3	----	8	11	8		1	6	7	4	----	35.1	30.1		----	31.8	27.8	----
29.	ALL	96.	27.		4.8	4.5	4.5		24	14	19		6	9	11	1	44.9	36.8	31.1		45.8	37.3	32.7	----
24.	87.	52.	15.		7.3	7.6	7.9		13	16	21		2	5	13		----	----	29.6		----	----	28.7	
22.	70.	67.	3.		5.0	5.0	5.0	5.0	9	15	21	5	1	6	15	8	----	29.9	27.8	----	----	28.8	25.8	----
17.		15.							3	14	9	1	2	6	9		----	24.6	21.0	----	----	25.0	19.8	
23.	92.	54.	25.		4.0	5.6	4.7	----	34	19	6		16	5	14	1	37.9	----	30.7		37.4	----	29.9	----
24.	93.	ALL	75.						10	5	4	3	5	2	4	3	----	----	----	----	----	----	----	----
18.	97.	87.	33.	8.	10.2	11.3	10.6	17.9	28	9	5	4	9	6	10	8	35.8	31.1	----	----	32.5	30.0	----	----
19.	93.	67.	19.						13	16	7	2	15	14	24	10	43.1	35.9	32.7	----	41.0	35.0	31.1	----
17.	69.	50.	14.		3.0	3.0	3.0	----	11	12	11	2	5	8	3	1	----	30.2	----	----	----	27.4	----	----
24.	30.				11.9				17				6				31.7				22.6			
18.																								
21.	86.	78.	21.	15.	0.1	0.4	-0.0	0.0	57	74	42	6	9	31	34	7	51.1	43.5	37.6	27.9	47.7	39.9	38.7	29.0
21.	96.	82.	50.	57.	0.0	0.8	0.3	0.0	42	51	45	2	12	28	29	5	50.7	42.5	36.4	----	51.3	42.0	35.4	----
22.				1.				0.2				49				34				39.2				36.6
20.	ALL	92.	9.		0.0	0.0	0.0	0.0	419	271	143	8	28	76	58	5	64.6	46.0	39.3	----	53.5	44.2	35.7	----
19.	ALL	71.	9.		0.3	1.3	0.0	----	10	5	14		1	2	9	3	----	----	26.0		----	----	27.7	----
22.	ALL	89.			4.2	4.9	4.6		3	3	1		6	6	8		----	----	----		----	----	----	
21.	94.	50.	23.		0.0	0.0	0.0		47	23	24		6	3	11		51.8	----	34.4		48.2	----	31.7	
19.	71.	23.	7.		13.0	12.7	10.1	----	13	9	7	1	4	4	7	2	----	----	27.5	----	----	----	26.2	----
19.																								
20.	87.	44.	4.						9	11	15		6	7	12	7	46.3	36.2	30.2		41.0	35.5	27.6	----
16.					----	----	----	----	2	1	4		1		1		----	----	----		----		----	
23.	ALL	94.			0.0	2.9	0.4	----	12	12	9	1	1	4	6		----	----	26.3	----	----	----	25.3	
16.		73.	27.						1	6	1	1	3	5	10	2	----	----	----	----	----	----	----	----
25.	ALL	61.	14.						9	13	6	1	4	5	8	1	----	----	26.3	----	----	----	24.9	----
18.	27.	13.			----	6.0	6.0	6.0	3	6	13	6	8	18	19		----	29.6	28.4	----	----	27.4	25.9	
42.	90.				1.8	----	----		21	2	4			1			----	----	----			----		
21.	ALL	89.	2.		0.0	0.1	0.0	----	30	26	31	2	5	9	15	1	----	43.3	33.9	----	----	42.0	34.9	----
19.	99.	87.	3.		-0.0	0.7	-0.6	0.6	505	227	132	4	56	99	92	5	66.0	48.5	38.1	----	59.5	45.7	36.1	----
21.	98.	88.	11.		-0.2	-0.1	0.2		123	156	111		23	36	83		54.6	44.3	38.4		49.9	38.9	33.7	
20.	ALL	94.	14.		1.4	0.8	0.1	0.6	123	107	64	8	20	58	74	7	59.6	42.8	37.5	36.6	54.4	41.2	35.6	30.2
21.	ALL	90.	28.		0.0	0.3	0.3		75	70	75		11	22	50		50.7	41.6	36.0		46.9	39.5	33.4	
21.	ALL	82.	2.		6.2	7.5	6.8	6.2	111	65	48	10	15	13	38	9	61.3	50.3	37.3	32.4	56.2	41.2	37.3	28.2
26.																								
21.	97.	88.	30.		0.1	-0.0	0.0		62	83	40	2	4	24	40		----	42.7	33.4	----	----	40.0	34.9	
22.									13	15	18	4	8	8	10	3	35.5	29.1	25.6	----	33.7	30.4	27.6	----
22.	98.	59.	14.		0.0	0.9	0.6	----	28	21	17	2	13	23	18	3	46.3	38.6	37.7	----	44.8	39.2	34.3	----
28.		ALL	61.			4.8	5.1	----		23	37			10	9	2		35.9	31.3			32.7	28.2	----

APPENDIX I	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
NAME OF INSTITUTION			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
NORTH DAKOTA (CONTD)																				
Dickinson State University		IIB	4	3	3	2	39.3	34.8	30.4	26.6	31.9	3	3	3	2	49.9	43.6	37.9	33.0	39.9
Jamestown College		IIB	4	5	5		35.6	28.9	25.0	-----	28.0	4	5	5		43.0	35.8	30.6	-----	34.2
Mayville State University		IIB	3		3		40.3	-----	31.0	-----	34.3	3		2		50.3	-----	38.7	-----	42.8
Minot State University		IIA	3	4	4	4	48.2	37.3	31.9	26.3	34.8	3	4	4	4	60.6	47.6	41.3	33.0	44.3
North Dakota State Univ.		IIA	4	4	3	4	46.5	37.6	34.0	26.2	38.6	5	5	4	1	53.2	44.2	40.2	40.6	45.2
Univ. of North Dakota-Main	3	I	5	5	5	4	45.4	38.2	33.0	26.8	36.9	5	5	5	4	56.8	47.9	40.9	33.5	46.0
Univ. of N. Dak. Williston		III			1	3		-----	38.1	27.7	30.2			1	3		-----	48.4	35.2	38.4
Valley City State University		IIB	4	3	3		39.4	35.9	30.2	-----	33.4	3	3	3		49.2	45.3	37.6	-----	41.9
OHIO																				
Antioch University	34	IIA	5	4	5		41.3	37.2	26.7	-----	29.8	5	4	5		52.9	47.1	35.1	-----	39.9
Art Academy of Cincinnati		IIB		5			-----	29.2	-----	-----	29.8		5			-----	35.5	-----	-----	36.2
Ashland University		IIB	3	3	3	4	40.3	34.7	30.2	23.2	34.2	3	3	3	4	51.6	44.2	37.7	29.3	43.4
Baldwin-Wallace College		IIB	2	1	2		48.7	40.4	32.7	-----	42.1	2	1	1		61.3	52.5	42.6	-----	53.8
Bluffton College		IIB	5	5	4		32.9	28.1	26.5	-----	29.6	4	5	4		43.1	36.4	35.4	-----	38.9
Bowling Green State Univ.		I	4	4	4	4	58.5	44.6	37.0	25.1	45.5	3	3	3	4	73.9	57.3	47.9	33.1	58.2
Bowling Green State U-Frlds.		III		1	1	4	-----	42.8	37.6	24.6	35.9		1	1	4	-----	55.0	48.5	31.9	46.3
Capital University		IIA	3	4	4	4	49.3	36.8	31.6	26.2	39.0	3	4	4	3	61.5	49.0	40.6	33.4	49.7
Case Western Reserve Univ.		I	2	2	2	2	69.4	48.3	41.9	30.9	52.9	2	2	1	2	85.8	60.9	52.9	40.9	66.2
Cedarville College		-IIB	4	4	3		38.4	33.0	29.1	-----	32.8	4	3	3		48.7	42.4	37.0	-----	41.9
Clark State Community Coll.		III	4	4	4	3	38.2	34.8	29.4	25.9	31.9	4	4	4	3	47.6	44.2	37.7	34.5	40.7
Cleveland State University	9	IIA	1	2	2	2	60.4	45.2	37.9	30.1	47.5	1	2	2	2	74.3	56.8	48.4	39.5	59.5
College of Mount St. Joseph		IIB	3	2	2	3	41.4	38.1	31.3	26.0	32.8	3	3	3	3	49.8	44.7	38.0	30.2	39.3
College of Wooster		IIB	1	1	2	1	53.1	41.1	32.9	30.0	42.6	1	2	2	2	69.1	50.7	39.4	35.1	53.5
Columbus State Comm. College		III	3	4	4	4	41.3	33.7	29.5	24.7	33.3	4	4	3	1	50.4	42.7	38.9	39.5	43.7
Cuyahoga Community College		III	1	1*	1*	1*	52.5	48.5	41.4	34.3	42.8	1	1*	1*	1	66.1	61.5	53.0	44.6	54.7
Defiance College,The		IIB	4	4	5		35.1	32.1	25.8	-----	30.4	5	4	5		41.3	37.8	30.1	-----	35.4
Denison University		IIB	1	1	2	1	52.5	40.3	31.8	29.0	41.2	1	1	2	1	72.2	51.3	40.2	36.0	54.3
Edison State Community Coll.		III	5	5	3	4	35.9	32.2	30.3	24.6	31.3	5	5	4	4	43.7	39.3	37.4	31.0	38.5
Findlay, The University of		IIB	4	4	4	4	39.0	33.3	27.8	24.4	30.0	3	3	4	2	49.9	41.9	33.8	34.1	37.6
Franciscan Univ.Steubenville	71	IIB	3	4	4		40.5	32.6	27.9	-----	32.3	3	4	3		52.5	40.7	36.4	-----	41.4
Franklin University		IIB									34.0									43.4
Hebrew Union College	80	IIA	1*				70.7	-----	-----	-----	63.4	1*				86.0	-----	-----	-----	78.1
Heidelberg College		IIB	4	4	4	3	38.3	31.9	27.9	25.0	30.9	4	4	4	4	46.6	37.8	32.6	28.8	36.5
Hiram College		IIB	3	3	4	3	43.6	35.3	28.4	24.8	35.6	2	2	4	3	56.7	46.0	35.3	32.3	46.0
Jefferson Technical College		III		3	3	3	-----	37.1	31.0	27.7	32.7		2	2	2	-----	49.3	42.4	38.7	44.3
John Carroll University		IIA	2	2	3	3	52.8	43.5	35.0	26.9	41.4	2	2	3	4	65.0	55.1	43.9	33.0	51.7
Kent State Univ.-Kent Campus		I	3	3	3	4	63.6	47.0	38.7	25.5	49.5	3	3	3	4	77.9	58.8	49.3	34.1	61.7
Kent State Univ.-Ashtabula		III		1*	1		-----	49.1	36.2	-----	40.6		1*	1		-----	61.2	46.4	-----	51.5
Kent St.Univ-East Liverpool		III			2			-----	34.7		36.0			2			-----	44.6		46.2
Kent State Univ.-Geauga		III						-----	-----		40.6						-----	-----		51.4
Kent State Univ.-Salem		III			2		-----	-----	34.3	-----	35.6			2		-----	-----	44.2	-----	45.6
Kent State Univ.-Stark		III		1	1		-----	47.6	37.5	-----	41.3		1	1		-----	59.5	47.9	-----	52.2
Kent State Univ.-Trumbull		III		1*	2		-----	48.2	33.3	-----	37.7		1*	2		-----	60.2	43.0	-----	48.1
Kent State Univ.-Tuscarawas		III		1	1		-----	47.0	37.0	-----	39.4		1	1		-----	58.8	47.3	-----	50.1
Kenyon College		IIB	1	1	1	1	57.4	43.7	35.5	31.6	44.9	1	1	1	1	72.0	55.4	44.5	39.4	56.4
Kettering Coll.of Med. Arts		III	5	5	4	4	32.5	30.4	27.7	25.6	29.9	5	5	4	4	41.4	38.3	36.2	32.2	38.0
Lake Erie College		IIB		5	5		-----	27.8	24.8	-----	26.0		5	5		-----	34.4	30.1	-----	32.1
Lorain County Comm. College		III	2	1	2	1	48.3	44.3	34.0	30.2	38.3	2	1	2	1	59.8	55.2	43.4	39.4	48.4
Lourdes College	25	IIB		5	5	4		26.4	25.1	22.7	24.5		5	4	4		32.7	33.5	28.7	31.2
Malone College		IIB	4	4	4		37.9	33.3	28.3	-----	31.9	4	3	3		48.1	42.9	35.8	-----	40.6
Marietta College		IIB	3	3	4		41.8	35.1	28.8	-----	35.4	3	3	3		51.3	43.5	36.2	-----	43.9
Miami University-Hamilton		III		1	1	2	-----	46.1	35.4	28.9	40.4		1	2	2	-----	58.6	45.0	36.8	51.4
Miami University-Middletown		III	1	1	1	3	51.3	47.0	38.0	27.4	39.8	1	1	1	3	65.3	59.8	48.3	34.9	50.7
Miami University		I	3	3	4	3	61.0	46.4	37.5	29.9	47.6	3	2	3	3	77.7	59.1	47.8	38.0	60.6
Mount Union College		IIB	2	3	2	2	45.7	36.7	32.6	28.7	37.3	2	2	1	2	58.1	47.0	42.4	35.5	47.7
Mount Vernon Nazarene Coll.	19	IIB	5	4	4		34.6	30.4	26.5		30.3	4	4	4		42.9	38.4	33.3		37.9
Muskingum College		IIB	3	2	3		44.0	37.0	29.6	-----	35.4	2	2	3		56.6	46.5	38.1	-----	45.1
Notre Dame College of Ohio	117	IIB		5	5		-----	28.6	24.3	-----	26.7		5	5		-----	33.2	28.5	-----	31.0
Oberlin College		IIB	1	1	1*		54.0	42.5	37.8	-----	46.5	1	1	1*		74.1	55.4	48.8	-----	62.2
Ohio Dominican College		IIB	3	3	3		42.4	35.1	30.0	-----	34.2	3	3	3		50.3	44.2	36.6	-----	41.9
Ohio Northern University		IIB	2	2	2	1	47.3	39.4	33.3	29.7	40.2	2	2	2	1	58.6	49.7	41.3	36.6	50.0
Ohio State Univ.-Main campus		I	2	2	2	3	68.7	49.0	41.0	27.6	54.3	2	2	2	3	81.9	59.2	50.0	34.7	65.2
Ohio State Univ.-Agr. Tech.		IIB		2	2	1	-----	38.0	33.4	31.6	35.3		2	2	1	-----	46.6	41.3	39.2	43.5
Ohio State Univ.-Lima		IIB		1	1			44.7	33.8	-----	37.7		1	1			54.3	41.9	-----	46.4
Ohio State Univ.-Mansfield		IIB		1	1		-----	42.3	33.6	-----	36.7		1	2		-----	51.6	41.6	-----	45.1
Ohio State Univ.-Marion		IIB		1	2		-----	41.7	33.0	-----	38.8		1	2		-----	50.9	40.9	-----	47.6
Ohio State Univ.-Newark		IIB		1	1		-----	41.2	36.5	-----	39.4		2	1		-----	50.3	44.9	-----	48.2
Ohio University-Athens		I	3	3	3	2	60.8	47.2	37.9	31.9	48.9	3	2	3	2	74.7	59.1	48.4	41.6	61.0
Ohio University-Belmont		III			1		-----	-----	39.4	-----	40.9			1		-----	-----	50.1	-----	51.8
Ohio University-Chillocothe		III		2	2		-----	39.3	34.6		37.9		2	2		-----	50.0	44.6		48.4

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY MEN				WOMEN				AVERAGE SALARY BY RANK AND BY SEX MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
25.	92.	85.	38.		13.8	12.8	9.3	10.0	13	11	14	10		2	7	8	----	----	31.1	26.3		----	29.1	26.9
22.					5.6	5.6	5.0	5.2	9	10	13	2	1	4	6	3	----	----	25.7	----	----	----	23.2	----
25.	ALL		39.		5.5	----	8.3	----	8	4	14	1	1	1	4		----	----	----	----	----	----	----	
27.	84.	89.	42.	7.	6.6	4.3	6.7	4.3	30	26	30	17	2	9	25	24	----	38.1	33.0	26.5	----	35.1	30.4	26.1
17.	96.	90.	3.	7.					134	121	117	10	5	14	27	5	----	37.7	34.7	----	----	36.8	30.9	----
25.	97.	76.	18.		4.5	4.3	4.9	5.1	119	84	90	2	12	33	60	25	45.8	39.1	34.6	----	42.1	35.8	30.7	----
27.			ALL	22.			----	5.6		1	4	16			2	7			----	----	28.5			----	25.8
25.	ALL	94.	47.		4.6	5.5	5.6	----	11	13	7	4	1	3	10	1	----	----	29.7	----	----	----	30.5	----
34.	92.	53.	5.		6.0	6.0	6.0		21	13	6		4	4	13	1	----	----	28.1		----	----	26.0	----
21.					----	7.5	----	----	3	4	1	1	1	4	1	1	----	----	----	----	----	----	----	----
27.	90.	50.	15.		6.0	5.6	7.7	10.3	34	37	25	3	8	15	23	5	40.4	34.4	30.1	----	39.9	35.4	30.3	----
28.	96.	69.	8.		7.2	8.2	8.7	----	59	29	20	2	12	7	19	1	49.2	41.0	32.9	----	46.4	38.1	32.6	----
31.	65.	56.	36.						16	8	7		4	1	7	1	----	----	27.0		----	----	26.0	----
28.	ALL	98.	21.	6.	0.1	0.1	0.5	0.9	222	166	97	26	18	56	84	42	59.1	45.2	38.8	25.1	50.1	42.9	35.0	25.1
29.		ALL	ALL		----	0.0	----	3.2	3	12	4	6			2	4	----	----	----	----			----	----
28.	96.	72.	10.		8.8	8.7	9.5	9.0	35	17	23	5	16	12	25	4	51.9	39.0	33.9	----	43.8	33.7	29.6	----
25.	97.	81.	1.						180	111	74	17	12	28	46	39	69.6	49.0	43.6	31.0	65.8	45.6	39.1	30.9
28.	96.	86.	18.						24	28	23	1	4	7	16	1	----	33.4	28.1	----	----	31.5	30.6	----
28.					5.5	6.2	6.1	5.3	5	8	4	4	7	5	9	10	----	----	----	----	----	----	----	----
25.	99.	95.	1.		2.1	2.3	2.9	4.9	149	187	77	7	18	45	60	10	60.6	46.3	39.2	34.1	58.7	40.3	36.2	27.2
20.	91.	62.	11.		6.0	6.0	6.5	6.8	5	4	18	4	6	9	27	10	----	----	31.1	----	----	----	31.5	----
26.	98.	86.			6.1	6.5	7.3	----	50	16	18	2	5	6	28	6	----	41.4	32.9	----	----	40.3	33.0	----
31.	98.	91.	31.	3.	8.0	8.0	8.0	8.0	28	25	21	19	29	20	18	18	41.9	33.9	30.2	24.9	40.7	33.3	28.6	24.5
28.	ALL	98.	79.	28.	3.4	3.7	4.4	5.3	75	54	58	29	21	34	77	50	52.8	48.8	43.2	35.7	51.1	48.1	40.0	33.5
17.	ALL	78.	20.						13	18	9	2	1	5	6	1	----	----	25.8	----	----	----	25.7	----
32.	ALL	85.			5.3	5.0	6.9	7.3	55	21	27	5	5	12	29	5	----	41.5	32.3	----	----	38.2	31.4	----
23.	ALL	ALL	ALL		4.5	4.5	4.5	----	9	8	4	5	2	5	4	3	----	----	----	----	----	----	----	----
25.	ALL	86.	30.		7.2	7.5	7.9	11.1	13	15	28	3	6	6	16	5	40.0	34.3	29.1	----	36.9	31.0	25.6	----
28.	88.	61.	17.		7.5	8.9	10.6	----	14	14	20	1	2	9	9		----	32.5	28.2	----	----	32.6	27.3	
28.																								
23.	ALL				3.3	----	----	----	29	3				1	1	1	----	----				----	----	----
18.	ALL	69.	3.		10.0	9.4	7.5	----	13	13	19	3	3	3	11	5	----	----	27.9	----	----	----	28.0	----
29.	97.	75.	11.		6.4	7.3	7.3	----	24	12	8	5	5	8	11	3	----	36.6	29.8	----	----	33.3	27.4	----
36.					----	2.6	2.6	2.6	4	4	5	4		8	9	7	----	----	----	----		----	----	----
25.	ALL	91.	12.	15.	7.4	8.2	7.7	9.6	49	39	54	4	8	7	32	9	53.4	43.5	35.8	----	49.2	43.2	33.6	----
25.	98.	94.	32.	6.	5.6	6.0	10.2	8.4	223	184	122	4	20	52	104	12	63.8	47.1	39.9	----	62.1	46.8	37.3	----
27.		ALL	54.		----	8.5	9.0	----	2	5	8			1	5	2	----	----	----			----	----	----
28.			54.			----	9.7			1	5			2	8			----	----			----	----	
27.						----	----			1	5			1				----	----			----		
28.			50.		----	----	11.3	----	1	1	8	1			6	1	----	----	34.9	----			33.5	----
27.		ALL	66.		----	5.7	10.2	----	3	12	18	1		3	11	1	----	----	37.1	----		----	38.3	----
28.		ALL	45.		----	6.5	10.1	----	1	9	21	2		3	8		----	----	34.2	----		----	30.8	
27.		ALL	65.		----	6.5	9.4	----	1	4	17	1		3	6	2	----	----	37.6	----		----	35.2	----
26.	ALL	97.	2.		7.8	9.5	10.4	11.3	39	18	24	5	5	12	18	4	----	45.5	35.6	----	----	40.9	35.4	----
27.					4.0	6.3	7.6	----	8	5	2	2	6	10	5	5	33.0	----	----	----	31.8	----	----	----
24.		71.	67.						3	10	5	1		4	4	4	----	----	----	----		----	----	----
27.	ALL	ALL	83.	15.	5.8	6.9	8.3	8.3	10	18	8	12	3	12	15	14	----	44.8	33.1	28.8	----	43.5	34.4	31.4
28.						6.5	7.0	7.2		2	2	4		6	6	8		----	----	----		----	----	----
27.	70.	81.			6.0	6.5	6.3	----	18	11	10	2	2	5	16	2	----	----	27.8	----	----	----	28.6	----
24.	94.	73.	25.						29	13	16	2	2	2	8	1	----	----	28.2	----	----	----	30.0	----
27.		ALL	29.		----	3.8	4.8	5.5	4	10	9	4		11	12	2	----	48.3	34.5	----		44.0	36.0	----
27.	ALL	92.	55.		3.6	3.8	4.7	5.3	6	6	13	3		6	16	5	----	48.4	38.0	----		45.6	37.9	----
27.	ALL	93.	25.		3.3	4.4	4.7	5.4	233	187	116	40	25	58	82	26	61.4	47.2	38.7	30.5	57.8	43.9	35.9	28.8
28.	ALL	73.	29.		7.4	7.7	10.8	7.5	22	19	12	9	4	3	5	5	----	----	----	----	----	----	----	----
25.									16	16	13		1	4	7		----	----	26.4		----	----	26.8	
28.	ALL	80.	23.		6.2	7.3	3.2	----	20	13	22	1	2	2	8	4	----	----	29.9	----	----	----	28.9	----
16.					----	6.7	8.0	----	1	3	4	1	4	11	11	1	----	----	----	----	----	----	----	----
34.	92.	94.	12.		3.3	3.9	3.6	----	96	42	33	1	16	20	27	2	54.9	42.3	37.9	----	48.1	43.0	37.7	----
23.	ALL	89.	16.		7.4	8.2	8.9	----	5	6	8	3	6	13	11		----	36.5	31.0	----	----	34.5	29.3	
24.	98.	67.	20.	10.	6.6	8.1	7.3	11.2	56	36	27	6	4	12	14	4	----	39.9	34.7	----	----	37.8	30.6	----
20.	ALL	99.	13.	18.	3.8	4.1	3.9	3.6	692	516	293	23	77	153	178	28	69.6	50.0	42.4	29.9	61.3	45.6	38.6	25.6
23.		ALL	60.	13.	----	2.9	3.8	----	1	15	12	7		2	3	1	----	----	----	----		----	----	----
23.		ALL	37.			4.2	3.2	----		15	12	2		2	7	1		----	35.0	----		----	31.8	----
23.		ALL	24.		----	4.3	3.8	----	1	9	16			4	5	2	----	----	----			----	----	----
23.		ALL			----	3.7	2.7	----	3	9	8	1	1	4	4	2	----	----	----	----	----	----	----	----
22.		ALL	46.		----	4.1	3.3		3	9	9	1	1	3	4	3	----	----	----	----	----	----	----	----
25.	ALL	90.	25.	33.	3.9	5.4	5.2	4.6	220	172	139	2	20	55	76	4	61.4	48.0	38.5	----	55.0	44.9	36.7	----
27.			75.		----	----	3.9	----	1	3	10				2	1	----	----	----				----	----
28.		ALL	78.		----	3.7	4.5		1	11	6			2	3		----	----	----			----	----	

APPENDIX I NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
O H I O (CONTD)																				
Ohio University-Lancaster		III		1	2		-----	42.8	32.7	-----	39.4		2	2		-----	54.1	42.5	-----	50.1
Ohio University-Zanesville		III		1	2	1	-----	43.5	34.3	30.3	38.3		1	2	1	-----	54.9	44.3	39.7	48.9
Ohio Wesleyan University		IIB	1	2	2		50.7	37.6	33.3	-----	42.9	1	2	1		66.5	49.9	44.2	-----	56.6
Otterbein College		IIB	3	3	3	1	42.1	36.2	30.6	29.8	34.3	3	3	3	2	54.0	45.6	36.9	34.3	42.4
University of Rio Grande		IIB	3	3	3	2	40.1	35.8	30.0	26.8	32.5	4	4	4	3	44.6	40.1	34.1	30.8	36.7
Shawnee State University		IIB	2	1	1	1	48.5	42.9	34.5	29.1	37.8	1	1	1	1	62.0	54.5	46.0	39.0	49.2
Sinclair Community College		III	3	3	3	3	43.6	36.1	30.2	26.5	37.0	3	4	4	4	54.3	45.0	37.7	33.0	46.1
Tiffin University		IIB	2	3	3	4	45.6	35.3	30.8	23.5	33.3	3	3	3	5	54.0	43.0	37.5	26.7	39.9
Trinity Lutheran Seminary		IIA	5				34.9	-----	-----		33.8	5				45.0	-----	-----		43.5
Univ. of Akron- Main Campus		I	4	4	3	2	57.9	43.9	37.9	32.9	46.8	4	3	3	2	71.4	55.1	48.1	42.2	58.5
Univ. of Akron-Wayne Coll.		III		3	3		-----	36.1	31.1	-----	34.3		3	3		-----	46.4	40.2	-----	43.9
Univ.of Cinti.-Main Campus		I	2	2	2	2	66.2	48.5	40.1	30.8	52.8	2	2	2	2	85.0	62.4	51.6	39.6	67.9
Univ.of Cinti.-Clermont Coll		III		1	3		-----	43.3	31.3		38.4		1	3		-----	55.7	40.3		49.3
Univ.of Cinti.-R.Walters C.		III	1	2	3	5	52.3	42.2	30.7	23.5	38.4	1	2	3	5	67.2	54.3	39.4	30.1	49.4
University of Dayton		IIA	2	2	2	4	54.5	45.7	36.3	25.7	44.8	2	2	3	4	70.5	57.4	45.0	31.9	56.6
University of Toledo	170	I	4	4	4	4	58.2	43.8	36.0	27.0	46.8	4	3	4	3	72.6	55.6	46.1	35.8	59.1
Urbana University		IIB	5		5		31.9	-----	24.0		26.6	5		5		38.9	-----	28.1		33.2
Ursuline College		IIB	5	5	5	5	31.6	28.9	24.2	20.3	25.2	5	5	5	5	38.2	35.3	30.4	24.8	31.0
Walsh College		IIB	4	4	4	4	36.4	32.3	26.6	22.9	30.7	4	4	4	4	45.0	39.8	34.0	29.1	38.3
Wilmington College	181	IIB	4	4	4		37.1	32.3	27.5	-----	30.3	4	4	4		45.1	38.4	32.5	-----	36.0
Wittenberg University		IIB	1	1	2		52.7	41.3	33.1	-----	42.7	1	1	2		68.3	54.7	41.7	-----	55.3
Wright State University-Main		IIA	1	2	2	4	59.4	44.5	37.5	25.5	44.8	1	2	2	3	73.1	55.7	47.3	33.4	56.0
Wright State U.-Lake Campus		III			2		-----	-----	32.9	-----	33.7			2		-----	-----	42.2	-----	43.4
Xavier University		IIA	2	2	2	4	53.2	44.2	37.2	24.5	42.5	2	2	2	4	66.3	54.5	45.9	30.6	52.7
Youngstown State University		IIA	2	2	2	2	57.0	44.5	35.8	28.8	47.3	2	2	2	2	70.5	56.2	46.2	38.3	59.3
O K L A H O M A																				
Bacone College		III		5	5		-----	21.9	18.8	-----	19.8		5	5		-----	25.6	22.2	-----	23.3
Bartlesville Wesleyan Coll.		IIB									24.8									34.2
Cameron University	13	IIB	3	3	2	3	40.3	34.6	31.8	25.6	33.1	3	3	2	2	50.6	43.7	40.4	32.8	41.9
Central State University		IIA	3	2	1	1	47.8	43.0	38.3	32.5	41.0	4	3	2	2	57.8	52.3	46.7	39.7	49.9
East Central University	13	IIB	3	2	1	2	43.3	38.7	34.4	27.8	36.3	3	2	2	3	52.2	46.9	41.6	31.0	43.4
Langston University		IIB	1	2	2	2	50.9	38.9	32.5	27.9	35.6	2	2	2	2	61.2	47.3	39.5	34.0	43.3
Mid-America Bible College		IIB					-----	-----	-----	-----	23.5					-----	-----	-----	-----	27.9
Northeastern Okla. St. Univ.		IIA	4	4	3	2	44.3	37.2	33.9	30.3	36.5	4	4	3	2	54.3	46.2	42.4	38.1	45.3
Northwestern Okla.State Univ		IIB	3	2	2	2	43.0	37.2	32.3	26.7	31.8	3	2	2	2	53.0	46.1	40.2	33.7	39.7
Oklahoma Baptist University		IIB	4	4	5	5	37.5	32.7	26.3	21.1	30.4	4	3	4	5	47.2	42.0	34.4	27.0	39.1
Okla. Christian U. of S&Arts		IIB	3	3	3	2	41.7	35.8	29.3	26.5	36.6	3	3	4	4	49.1	41.7	33.5	30.0	42.7
Oklahoma Panhandle St.Univ.		IIB	3	3	2	2	39.8	34.3	31.3	26.8	32.9	3	3	3	2	49.4	43.4	38.0	34.3	41.0
Oklahoma State Univ.-Main		I	5	5	4	3	54.6	41.3	36.5	28.1	44.5	4	4	4	3	67.5	52.0	46.2	36.2	55.6
Okla.St.Univ. Tech.Br.-Okla.		III	4	4	3	3	37.3	34.4	31.4	26.3	31.6	4	4	3	3	47.0	43.3	40.0	33.8	40.2
Phillips University		IIB	5	5	5		33.2	30.0	25.4		29.3	5	5	5		39.8	34.9	30.5		34.9
Southeastern Okla. St. Univ.		IIA	4	3	3	3	45.1	39.7	33.7	27.2	34.6	4	4	3	3	54.6	48.5	41.5	33.4	42.4
Southern Nazarene University		IIB	5	5	5		29.5	25.6	24.0	-----	26.5	5	5	4		38.3	33.8	32.1	-----	34.9
Southwestern Okla.St.U.Sayre		IIA	4	2	1	2	44.6	42.3	38.3	29.1	38.5	4	3	2	3	54.8	52.1	47.4	35.9	47.5
Tulsa Junior College		III			1	1			36.3	31.2	34.4			2	2			44.0	38.1	41.8
University of Oklahoma		I	4	4	5	5	56.9	43.1	34.8	22.9	44.5	4	4	5	5	70.5	53.8	43.3	28.7	55.3
Univ. of Sci.& Arts of Okla.	20	IIB	3	2	1	1	42.8	37.3	34.3	29.1	36.0	3	3	2	2	51.4	45.3	41.8	35.8	43.7
University of Tulsa		IIA	1	2	2	2	61.3	43.6	37.1	28.9	46.3	1	2	2	2	75.2	54.0	45.5	37.7	57.1
O R E G O N																				
Central Oregon Comm. College		III	3	2	2	2	43.0	38.7	32.9	28.8	35.2	2	2	2	2	56.8	51.4	44.0	38.9	47.0
Columbia Christian College		IIB			5		-----	-----	16.2	-----	19.0			5		-----	-----	18.4	-----	22.0
Concordia College		IIB	5	4	4		34.2	31.6	27.0	-----	30.4	5	4	4		41.1	40.3	35.5	-----	38.5
Eastern Oregon State College		IIB	3	3	4		42.3	33.6	28.5	-----	34.5	2	3	3		54.8	44.2	37.7	-----	45.2
George Fox College		IIB	4	4	5		36.2	33.1	26.3	-----	31.4	4	3	4		44.9	42.5	32.0	-----	39.3
Lewis & Clark College		IIA	2	3	3	3	53.9	39.6	34.2	27.3	43.5	2	3	4	4	65.6	49.4	41.3	32.4	53.1
Linfield College	93	IIB	3	4	4		40.6	31.7	27.2	-----	33.4	3	3	3		54.4	43.3	37.9	-----	45.5
Multnomah School of Bible		IIB	5		5		23.3	-----	21.5	-----	21.5	5		5		27.4	-----	25.4	-----	25.4
Oregon Institute of Tech.		IIB	2	2	1	1	45.4	38.7	33.8	30.6	38.7	2	2	1	1	58.4	50.2	44.4	40.8	50.3
Oregon State University		I	5	4	4	4	52.9	42.1	35.9	26.2	42.7	4	3	3	3	67.9	54.9	47.4	35.6	55.5
Pacific Northwest Coll. Art		IIB									24.6									30.8
Pacific University		IIA	5	5	5		39.5	34.2	30.2	-----	33.7	5	5	5		49.3	42.3	37.7	-----	42.1
Portland State University		I	5	5	5	5	48.6	38.7	34.6	23.9	41.5	5	5	4	5	61.5	50.2	45.4	31.6	53.3
Reed College		IIB	1	1	1		58.5	43.8	36.7	-----	47.3	1	1	1		74.4	56.2	45.4	-----	59.7
Southern Oregon State Coll.		IIA	5	5	5	3	42.2	34.4	29.1	26.8	35.7	4	4	4	3	54.6	45.6	39.0	36.2	46.9
Southwestern Oreg.Comm.Coll.		III	4	4	3	2	37.2	34.1	30.8	28.5	34.0	3	3	2	1	52.0	48.1	44.0	41.1	48.0
University of Oregon		I	5	5	5	4	52.9	39.8	33.4	25.5	41.4	5	4	4	4	66.5	51.3	45.2	34.1	53.4
University of Portland		IIA	4	3	3		46.8	40.7	33.2	-----	38.1	4	3	4		57.7	49.9	40.3	-----	46.6
Warner Pacific College		IIB	5	5	5		33.6	28.3	21.5		27.7	5	5	5		40.7	34.3	25.9		33.5

(6)	(7)	(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
27.		ALL	75.		----	3.8	3.8	----		17	7	2	1	4	1	1		----	----	----	----	----	----	----
28.		ALL	83.		----	3.8	3.7	4.4	2	9	3	2		3	3	6	----	----	----	----		----	----	----
32.	ALL	85.	5.						61	13	15	2	8	13	22	1	50.8	37.6	33.3	----	49.6	37.5	33.3	----
24.	96.	64.	16.						23	15	27	5	5	13	28	9	----	37.3	30.6	----	----	34.9	30.6	----
13.	ALL	70.	39.	18.					10	14	27	5	3	6	14	6	----	36.4	33.5	----	----	34.5	23.4	----
30.	57.	56.	15.		12.4	10.0	11.0	8.0	7	26	22	10		19	18	10	----	43.1	33.9	31.2		42.5	35.2	27.1
25.	99.	71.	3.		8.4	10.6	10.9	12.6	94	27	25	9	67	18	35	9	44.3	36.4	30.8	26.2	42.4	35.7	29.8	26.7
20.					----	8.2	8.7	----	6	7	5	4			6	2	----	----	----	----			----	----
29.	ALL				5.3	----	----		13	1					2		----	----					----	
25.	99.	89.	18.		2.0	2.3	2.3	2.0	228	191	107	3	32	86	78	27	59.1	44.7	39.1	----	49.2	42.1	36.2	----
28.		ALL			----	----	2.9	----	3	2	4	4		5	4		----	----	----	----		----	----	
29.	99.	87.	13.		4.7	5.9	7.1	5.7	368	271	190	5	52	126	95	9	67.4	49.7	41.3	----	57.6	46.1	37.9	----
29.		92.	20.		----	5.2	7.0	----	1	6	4			6	6		----	42.8	----			43.9	----	
29.	ALL	95.	41.		5.0	5.7	7.7	6.3	6	20	11	1	9	24	16	10	52.8	44.8	32.3	----	52.0	40.0	29.6	----
26.	98.	80.	21.		6.8	6.7	7.2	7.3	114	128	85	2	5	30	49	7	----	46.1	37.0	----	----	44.2	35.0	----
26.	99.	90.	18.	15.	0.1	0.3	0.6	0.8	231	137	113	6	21	35	55	20	58.8	44.8	36.6	27.9	51.4	40.0	34.8	26.7
25.	86.		38.		4.1	----	6.9	5.0	6	4	9		1	1	4		----	----	----		----	----	----	
23.	ALL	35.	6.						1		4	2	9	17	13	20	----		----	----	----	----	----	----
25.	83.	94.	10.		7.5	7.7	9.2	----	12	11	4			7	6	7	----	32.8	----			31.5	----	----
19.	ALL	88.	9.		6.7	6.4	7.2	----	11	11	19	2	1	5	15		----	----	28.2	----	----	----	26.6	
29.	ALL	98.	8.		4.9	5.8	5.7	----	46	32	26	2	6	18	14	3	52.5	41.7	33.0	----	54.3	40.6	33.4	----
25.	99.	92.	15.		0.0	0.1	0.7	1.3	118	142	90	16	13	31	61	24	60.0	45.3	38.6	26.8	53.5	41.2	35.7	24.6
29.			63.		----	----	0.3	----	1	3	15				1	1	----	----	----				----	----
24.	99.	93.	14.		9.6	10.4	8.0	7.4	67	41	37	5	5	18	34	22	----	44.1	38.8	----	----	44.3	35.4	----
26.	99.	95.	46.		2.0	2.4	3.1	3.7	190	75	69	13	29	43	36	20	57.6	45.4	36.4	29.3	52.9	43.0	34.5	28.4
18.									1		2	2	1	9	5	3	----		----	----	----	----	----	----
38.																								
27.	ALL	78.	39.						38	24	45	20	10	8	19	21	41.0	34.7	32.4	25.3	37.8	34.5	30.5	25.8
22.	ALL	86.	37.		4.0	4.8	3.9	4.7	83	32	80	29	30	19	58	29	47.9	42.9	38.3	32.7	47.7	43.3	38.4	32.4
20.	ALL	76.	48.		5.5	6.1	6.3	11.3	37	26	33	14	5	11	21	13	----	38.6	35.4	27.7	----	38.8	32.8	27.8
21.	38.	14.	4.	20.					4	24	13	7	4	12	14	13	----	39.0	32.3	27.4	----	38.7	32.6	28.1
18.									2	4	2	1		1	2	1	----	----	----	----		----	----	----
24.	95.	57.	32.	27.					63	36	50	28	13	15	32	27	44.7	37.2	34.1	32.5	42.1	37.4	33.7	28.0
25.	80.	30.	29.						8	7	13	18	2	3	11	17	----	----	32.7	26.6	----	----	31.7	26.8
28.	ALL	71.	23.		5.3	6.5	6.1	----	15	21	17	3	5	14	22	4	----	33.3	27.4	----	----	31.8	25.5	----
17.	76.	32.			8.7	9.1	10.5	----	35	18	7	4	2	1	7	3	----	----	29.5	----	----	----	29.1	----
24.	ALL	33.			1.4	1.6	1.8	2.0	11	6	9	9	2	3	8	3	----	----	31.3	----	----	----	31.3	----
25.	ALL	93.	11.	55.	5.0	5.2	5.5	3.6	304	211	159	7	25	52	54	13	54.6	41.6	37.4	29.6	54.1	40.4	33.6	27.3
27.	ALL	92.	36.	6.	3.4	4.1	3.5	2.9	2	8	18	7	9	4	7	10	----	----	32.5	26.7	----	----	28.7	26.0
19.	89.	56.			13.4	16.3	12.8		13	5	15		5	4	5		----	----	----		----	----	----	
22.	ALL	75.	34.		10.4	7.7	6.0	9.4	25	9	36	26	6	3	22	19	45.2	----	33.3	27.3	44.9	----	34.4	26.9
32.	56.								12	9	7	1	6	6	4	2	29.8	26.0	----	----	29.1	25.1	----	----
23.	ALL	90.	39.		3.4	1.3	1.8	2.2	48	32	40	21	3	7	27	27	----	42.2	39.0	29.5	----	42.6	37.2	28.7
22.											63	33			80	50			37.3	34.3			35.5	29.2
24.	96.	84.	4.		6.7	7.2	6.9	4.1	253	199	161	8	16	42	89	11	57.2	43.7	36.0	24.3	50.9	40.8	32.7	21.9
21.	92.	82.	46.		5.5	5.4	5.3	5.0	9	11	8	7	3	6	5	5	----	37.4	----	----	----	37.0	----	----
23.	99.	75.	5.						75	77	51	4	5	26	28	7	----	44.1	37.8	----	----	42.2	35.9	----
33.	ALL	ALL	46.						15	13	14	8	3	3	10	14	----	----	32.7	29.0	----	----	33.0	28.7
16.									3	5	2	1	1		5		----	----	----	----	----		----	
27.	44.	9.							8	10	7		1	1	3	2	----	----	----		----	----	----	----
31.	88.	67.			6.7	6.6	6.6	----	22	11	11	3	2	4	7	2	----	----	28.0	----	----	----	29.3	----
25.	44.	36.			10.1	11.5	11.9	----	16	19	13	2		3	6		----	----	27.0	----		----	24.9	
22.	99.	90.			10.2	7.1	9.5	----	68	27	14	4	11	12	26	5	54.4	39.9	34.9	----	50.9	39.0	33.9	----
36.	95.	88.	6.		5.5	6.1	6.0	----	35	24	13		6	18	20	2	41.0	31.6	28.1		38.7	31.7	26.7	----
18.									8	1	7	3			1	2	----	----	----	----			----	----
30.	98.	69.	16.		8.3	8.9	10.4	15.1	36	28	31	5	7	8	14	3	46.2	39.4	35.0	----	41.0	36.4	31.2	----
30.	ALL	94.	5.	13.	7.7	9.1	7.8	7.2	197	155	90	24	16	40	55	23	53.1	42.7	37.7	27.1	49.9	39.9	33.0	25.3
25.																								
25.	93.	67.	9.		3.8	4.5	4.2	----	24	22	17	3	4	11	18	2	----	34.9	30.2	----	----	32.7	30.1	----
28.	99.	89.	1.		8.2	9.4	8.8	5.1	166	84	43	10	25	42	37	12	49.2	39.3	35.2	24.8	45.2	37.5	33.9	23.2
26.	98.	81.			9.0	10.1	12.4		42	17	30	1	6	4	13		59.3	----	36.7	----	53.2	----	36.7	
32.	94.	62.			7.1	8.4	10.3	5.4	59	39	15	9	9	22	18	2	42.5	35.2	29.2	----	39.9	33.0	28.9	----
41.	ALL	90.	33.						23	5	7	1	2	5	8	5	----	----	31.7	----	----	----	30.0	----
29.	ALL	93.	1.	16.	7.4	8.1	7.0	6.6	214	124	89	29	29	59	61	44	53.3	40.6	34.5	27.7	49.9	38.2	31.9	24.0
22.	91.	69.	15.		4.9	7.2	10.5		18	40	29	1	4	14	12	1	----	41.8	33.6	----	----	37.5	32.4	----
21.									6	13	4		1	2	4		----	----	----		----	----	----	

APPENDIX I	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
NAME OF INSTITUTION			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
OREGON (CONTD)																				
Western Baptist College		IIB		5			-----	26.8	-----	-----	26.3		4			-----	39.4	-----	-----	36.2
Western Cons. Baptist Sem.		IIA	5				28.6	-----	-----		27.9	5				31.3	-----	-----		31.2
Western Evangelical Seminary		IIB	5				28.3				28.3	5				32.8				32.8
Western Oregon State College		IIA	5	5	5		39.9	34.7	29.2	-----	34.4	5	4	4		51.9	45.9	39.1	-----	45.3
Western States Chiro. Coll.		IIA		5	5	5	-----	31.9	27.9	18.9	28.5		5	5	5	-----	39.3	32.4	21.6	33.9
Willamette University		IIB	1	1	1	3	54.4	41.3	34.2	25.2	45.0	1	1	1	4	68.6	52.1	43.8	28.9	56.7
PENNSYLVANIA																				
Academy of the New Church		IIB			1*		-----	-----	38.9	-----	39.9			1*		-----	-----	54.3	-----	56.7
Albright College		IIB	2	2	1	1	48.0	38.8	34.7	29.5	41.1	2	2	1	1	58.9	48.4	43.2	36.6	50.8
Allegheny College		IIB	1	2	2	3	52.9	39.1	32.5	26.1	40.0	1	2	2	2	70.7	49.8	41.2	34.0	51.9
Alltwn.Coll.St.Francis Sales		IIB	2	3	2	4	45.7	36.4	32.3	24.2	33.9	3	3	3	4	54.0	44.5	38.4	29.0	40.7
Alvernia College		IIB	5		5	5	34.9	-----	25.7	22.0	26.5	5		5	5	40.0	-----	29.5	25.4	30.5
American College		III	1*	1			63.9	45.0	-----		50.3	1*	1			77.8	56.8	-----		62.6
Beaver College		IIA	4	4	4		46.4	37.9	31.4	-----	35.5	3	4	4		59.6	48.2	39.4	-----	45.0
Bloomsburg Univ. of Penn.	26	IIA	2	1	2	2	57.8	47.1	37.5	30.8	46.7	1	1	1	1	74.3	62.2	50.7	42.0	61.4
Bryn Mawr College		IIA	1	1	2	3	59.6	46.2	37.1	26.7	47.9	1	2	2	3	73.6	58.6	46.7	34.3	59.9
Bucknell University		IIA	1	1	1		63.1	46.4	40.1	-----	50.3	1	1	1		80.2	59.7	51.4	-----	64.3
Bucks County Community Coll.		III	2	1	5	4	46.8	43.3	27.5	25.1	41.6	2	1	4	3	59.7	55.4	37.1	34.1	53.5
Butler County Community Coll		III	3	3	3	3	41.2	37.6	31.2	27.3	34.6	3	2	3	2	54.3	49.7	41.8	37.0	46.0
Cabrini College		IIB	2		1		44.5	-----	34.0	-----	37.5	2		1		55.3	-----	42.1	-----	46.5
California Univ. of Penn.	26	IIA	1	1	2	2	58.4	47.3	37.5	30.8	48.2	1	1	1	1	74.4	61.9	50.4	42.8	62.8
Carlow College		IIB	3	3	4		43.4	34.2	28.3	-----	32.9	2	3	3		55.3	42.1	35.9	-----	41.2
Carnegie-Mellon University		I	1	1	1*		78.9	53.1	47.2	-----	63.8	1	2	1		93.0	63.2	55.8	-----	75.4
Cedar Crest College		IIB	3	3	3		43.4	34.9	29.7	-----	34.2	3	3	4		52.2	42.4	35.1	-----	40.7
Chatham College		IIB	2	1	2		49.2	40.1	32.3	-----	39.5	2	2	2		60.8	49.8	40.3	-----	49.1
Chestnut Hill College		IIB		5	5	5	-----	29.3	25.5	21.8	28.9		5	5	4	-----	36.0	31.6	27.3	35.5
Cheyney University of Penn.	26	IIA	2	2	2		54.4	43.8	37.4	-----	46.2	2	2	1		69.0	57.0	49.5	-----	59.7
Clarion University of Penn.	26	IIA	2	1	1	1	57.6	48.9	38.2	31.7	48.2	2	1	1	1	72.7	62.6	49.9	41.1	61.6
College Misericordia		IIB	2	2	2		46.2	37.7	32.0	-----	35.0	3	2	3		53.9	46.0	37.7	-----	41.6
Comm.Coll. of Allegheny Co.	47	III	2	3	3	5	45.0	35.4	32.5	22.8	39.5	2	3	2	4	57.9	46.5	43.1	31.6	51.4
Community Coll. of Beaver Co		III	4	3	3	3	39.4	37.7	30.8	27.5	33.4	4	2	3	2	50.4	49.8	40.2	36.7	43.6
Community Coll.-Philadelphia		III	1	1*	1*	1	52.2	47.8	41.6	32.4	44.7	1	1*	1*	1	68.3	63.0	55.4	44.3	59.2
Delaware County Comm. Coll.		III	1	1	1		54.2	43.5	39.5	-----	48.4	1*	1	1*		70.7	58.7	53.4	-----	64.0
Delaware Valley College	24	IIB	3	3	2	2	43.8	36.1	31.8	27.5	35.3	2	3	2	2	57.0	45.3	41.6	33.9	45.0
Dickinson College		IIB	1	1	1	1	59.5	45.3	35.0	29.5	43.8	1	1*	1	1	76.6	58.7	44.4	37.2	56.4
Drexel University		I	2	2	1	3	65.9	47.9	43.4	28.9	50.9	2	2	1	3	82.1	59.5	53.1	36.8	63.2
Duquesne University		IIA	2	3	3	2	51.6	41.9	33.4	30.4	41.9	3	3	4	2	63.7	52.6	40.9	38.7	51.9
East Stroudsburg University	26	IIA	2	1	2	4	58.2	46.4	36.6	26.5	47.4	2	1	2	3	71.9	59.3	47.1	35.2	59.7
Eastern Baptist Theol. Sem.		IIA	5				40.0	-----			38.2	5				52.8	-----			50.7
Eastern College		IIA	5	4	4		41.4	36.6	32.4	-----	37.3	5	5	5		49.7	44.5	38.7	-----	44.9
Edinboro University of Penn.	26	IIA	1	1	2	3	58.4	47.9	36.2	28.3	44.9	2	1	2	3	71.2	59.0	45.3	36.1	55.4
Elizabethtown College	011	IIB	1	1	1		50.8	42.6	34.3	-----	42.0	1	1	2		67.1	57.2	41.4	-----	54.4
Franklin and Marshall Coll.		IIB	1*	1*	1	1*	63.2	46.0	36.3	33.2	47.3	1*	1*	1	1*	84.4	60.3	47.2	41.1	62.3
Gannon University	74	IIA	4	5	4	4	43.8	36.0	31.8	24.5	35.0	3	4	4	4	58.6	46.8	40.6	30.6	45.4
Geneva College		IIB	4	4	4		38.0	33.2	28.0		33.4	4	3	3		48.1	43.1	35.7		42.7
Gettysburg College		IIB	1	1	1	1	59.0	44.6	35.8	32.0	44.0	1*	1*	1	1*	78.4	60.5	47.1	42.2	58.7
Gwynedd-Mercy College		IIB	5	4	5	5	34.3	30.4	25.8	20.5	26.7	5	4	5	5	41.9	37.3	31.3	25.0	32.5
Harcum Junior College		III		5	5	5	-----	27.7	24.7	22.5	25.2		5	5	5	-----	32.7	29.0	26.7	29.8
Harrisburg Area Comm.College	79	III	2	2	2	2	50.6	39.5	33.3	28.3	42.0	1	2	2	2	65.2	52.4	44.9	36.3	54.5
Haverford College	FN	IIB	1*	1*	1	1	61.8	46.9	36.1	29.8	48.4	1*	1*	1*	1	84.1	65.0	50.2	39.7	66.5
Holy Family College		IIB	3	3	3	2	41.2	35.0	30.4	27.8	32.5	3	3	2	2	51.8	43.6	40.8	35.8	41.9
Immaculata College		IIB	3	2			41.9	37.5	-----	-----	36.2	3	2			53.2	48.6	-----	-----	46.8
Indiana University of Penn.	86	IIA	2	1	2	3	57.8	46.9	37.7	27.8	47.2	1	1	1	2	74.9	61.9	51.2	39.5	62.4
Juniata College		IIB	2	3	3		45.1	36.6	30.1	-----	38.5	2	2	2		61.6	48.9	40.4	-----	52.0
Keystone Junior College		III	4	5	5	5	39.4	31.3	24.4	23.3	30.2	4	5	5	5	48.0	38.2	30.7	28.7	37.0
King's College		IIB	2	2	2		45.4	39.1	32.5	-	38.1	2	1	2		59.6	51.6	40.9		49.4
Kutztown Univ. of Penn.	26	IIA	1	1	2	2	58.4	47.2	36.3	30.9	46.1	2	1	2	1	72.2	59.5	46.8	40.4	58.1
Lackawanna Junior College	90	III		5	5	5	-----	20.8	21.3	17.5	21.1		5	5	5	-----	28.0	27.6	22.1	27.5
Lafayette College		IIB	1*	1*	1*	1*	63.1	49.4	40.1	36.2	47.5	1*	1*	1*	1*	80.2	63.7	50.0	45.1	60.1
Lancaster Bible College		IIB			5		-----	-----	22.6	-----	23.9			5		-----	-----	28.2	-----	29.7
Lancaster Theological Sem.		IIA	5				37.3		-----		35.2	5				46.5		-----		44.4
La Roche College		IIB	3	3	4		41.3	34.3	28.3		33.9	4	4	4		48.8	39.5	33.1		39.4
La Salle University		IIB	1	1*	1*	1*	55.8	46.1	40.1	34.4	44.3	1	1*	1*	1*	70.1	59.4	51.2	42.6	56.5
Lebanon Valley College		IIB	3	3	2		44.0	36.4	32.6	-----	38.1	3	3	2		52.3	43.9	39.5	-----	45.7
Lehigh County Comm. College		III	2	2	1		49.4	42.5	36.1	-----	41.4	2	1	1		62.8	54.6	47.0	-----	53.2
Lehigh University		I	1	1	1		74.1	53.3	44.4	-----	62.3	1	1	1		93.2	67.8	54.1	-----	78.2
Lock Haven University	26	IIB	1	1*	1	2	58.2	46.8	36.8	28.6	44.3	1	1*	1*	1	72.2	59.9	47.7	38.2	56.5
Luth.Theol.Sem.at Gettysburg		IIA	5	5			32.0	26.2	-----	-----	27.9	5	5			52.7	42.7	-----	-----	45.7
Lutheran Theol. Sem.-Phila.		IIA	4				43.7	-----	-----	-----	39.2	3				63.0	-----	-----	-----	57.7
Lycoming College		IIB	2	1	1	4	46.4	40.4	33.7	24.4	36.5	2	1	1	4	61.9	52.5	42.1	29.1	46.8

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
37.		29.			----	11.2	----	----	3	7	4	1	1		1	1	----	----	----	----	----		----	----
12.	82.								11	3	2			1			----	----	----			----		
16.	10.								7				3				----				----			
32.	ALL	73.	23.		7.6	8.5	7.5	----	50	26	25	2	13	7	15	2	40.2	35.8	29.3	----	38.7	30.6	29.0	----
19.		82.	29.		----	5.3	5.3	4.0	3	8	10	4	1	3	4	3	----	----	----	----	----	----	----	----
26.	99.	71.	9.		4.1	6.6	6.8		55	28	16	4	12	10	16	3	55.9	39.8	35.3	----	47.4	45.8	33.2	----
42.									3	3	8	3			3		----	----	----	----			----	
24.	ALL	90.	9.		6.5	7.2	7.5	----	28	14	9	1	11	7	14	5	48.6	39.2	34.8	----	46.4	38.0	34.7	----
30.	ALL	82.			0.0	0.0	0.4	0.0	41	27	28	1		11	24	7	----	39.5	32.8	----		38.1	32.2	----
20.	67.	64.			----	7.1	8.5	----	5	18	15	4	1	7	14	5	----	37.0	34.9	----	----	35.0	29.5	----
15.	83.		39.							1	7	1	6	4	26	6		----	26.1	----	----	----	25.6	----
25.									10	12	1			2			----	----	----			----		
27.	ALL	71.	16.		8.9	9.4	10.5	----	10	16	11		3	5	21	1	----	----	32.0		----	----	31.0	----
32.	97.	73.	46.	11.	6.7	5.2	11.2	----	88	83	64	5	18	23	54	4	58.0	47.5	37.9	----	56.9	45.7	37.1	----
25.	ALL	88.	8.		7.9	6.7	7.4	----	46	11	7	3	16	15	17	3	59.6	47.4	37.3	----	59.6	45.3	37.0	----
28.	98.	96.	4.		4.1	8.1	8.9	----	82	48	46	1	5	23	32	1	----	47.9	41.4	----	----	43.2	38.3	----
29.	ALL	39.							32	66	5	4	14	48	13	7	48.1	45.0	----	----	43.8	41.0	----	----
33.	ALL	83.	93.		4.8	4.6	5.7	4.4	11	7	9	8	3	5	6	3	----	----	32.4	----	----	----	29.4	----
24.	ALL		64.		4.0	----	4.1	----	8	1	9	1	8	1	13	2	46.0	----	35.6	----	42.9	----	33.0	----
30.	98.	76.	47.	14.	6.6	8.1	9.3	9.9	94	90	44	8	17	17	30	6	58.6	47.6	37.8	31.3	57.4	46.1	37.1	30.1
25.	ALL	26.			7.3	14.2	17.5	----	3	6	4	1	4	13	14	1	----	34.6	----	----	----	34.1	----	----
18.	ALL	37.			4.3	5.6	4.5		224	108	94	2	16	29	33	1	79.8	54.5	48.1	----	65.9	47.8	44.5	----
19.	ALL	77.	13.		10.2	8.5	10.2	----	12	6	10	2	3	7	14	3	----	36.2	30.3	----	----	33.8	29.3	----
24.	ALL	ALL	13.						10	5	6	3	3	8	9		----	----	33.0	----	----	----	31.8	
23.		89.	25.						3	3	5	1	2	6	7	6	----	----	----	----	----	----	----	----
29.	ALL	92.	70.						16	27	4	2	13	12	6	2	55.7	44.6	----	----	52.6	42.0	----	----
28.	92.	77.	46.	11.					94	71	50	4	13	31	43	5	57.8	50.2	38.0	----	56.7	45.8	38.3	----
19.	67.	94.	26.		5.0	5.0	5.0	5.0	6	9	17	1	3	7	21	2	----	37.9	31.1	----	----	37.4	32.6	----
30.	99.	66.	79.						101	74	23	5	78	54	20	4	46.8	38.6	37.6	----	42.6	31.0	26.6	----
31.	ALL	ALL	67.	46.	5.3	5.6	6.7	7.7	8	4	9	8	6	5	9	5	40.2	----	31.6	----	38.3	----	30.1	----
32.	ALL	ALL	93.	13.					15	94	72	6	15	65	73	2	54.1	48.9	42.9	----	50.3	46.3	40.2	----
32.	ALL	79.	21.						46	11	7	1	18	8	17	4	54.8	44.5	40.6	----	52.8	42.2	39.0	----
28.	ALL	96.	53.						12	23	13	5	1	5	2	5	----	----	----	----	----	----	----	----
29.	ALL	96.			6.9	8.6	10.0	7.8	30	38	27	3	2	12	21	4	----	45.4	35.6	----	----	44.8	34.2	----
24.	96.	73.	12.		4.9	5.0	5.2	4.7	144	86	75	22	13	29	27	10	66.6	49.7	44.8	30.2	58.0	42.5	39.4	25.8
24.	92.	88.	20.	13.	9.6	9.8	8.4	9.2	86	68	54	3	15	24	41	13	53.0	42.4	34.7	----	43.6	40.5	31.7	----
26.	ALL	77.	25.	8.	7.5	7.5	7.5	----	73	58	29	4	20	24	32	9	58.4	46.4	36.9	----	57.5	46.2	36.3	----
33.	88.				4.9	----			8					2			----					----		
20.	ALL	44.	13.						12	12	5		4	4	3	1	----	----	----		----	----	----	----
24.	99.	83.	31.	3.	6.5	6.5	6.5	6.5	115	67	81	13	15	19	80	25	58.6	48.5	36.6	28.8	56.6	45.9	35.8	28.0
30.	88.	87.	9.		7.2	6.8	7.9	----	31	31	20	1	3	7	14	3	----	43.0	34.8	----	----	41.0	33.6	----
32.	96.	87.	6.		8.3	9.1	10.4	9.7	43	29	27	4	2	17	23	3	----	47.4	36.7	----	----	43.6	35.8	----
30.	90.	85.	44.		3.6	4.7	6.8	4.5	35	39	36	7	5	13	42	8	----	37.3	34.3	26.9	----	32.2	29.7	22.5
28.	ALL	88.	29.		8.8	8.7	5.4		15	14	12		2	2	2		----	----	----		----	----	----	
33.	ALL	85.	42.	27.	5.9	5.8	7.1	----	32	37	27	6	3	16	25	5	----	45.6	36.7	----	----	42.4	34.8	----
22.	85.	93.	50.						5	6	7	2	8	9	39	17	----	30.5	29.1	----	----	30.4	25.2	----
18.		78.			----	4.0	8.0	25.9	1	2	5	1	3	7	9	6	----	----	----	----	----	----	----	----
30.	ALL	88.	57.		8.3	11.4	10.4	10.4	72	10	8	6	15	7	15	31	53.2	41.2	34.2	30.4	37.9	37.1	32.8	27.9
37.	91.	88.			4.8	5.2	5.3	----	30	15	13	3	5	9	13	3	----	47.1	36.9	----	----	46.6	35.2	----
29.	80.	40.	7.		6.0	6.0	6.0	6.0	6	3	11	6	4	12	16	9	----	----	30.5	29.3	----	----	30.3	26.9
29.	88.	60.			6.3	5.5	----	----	3	6	1		5	4	2	4	----	----	----		----	----	----	----
32.	98.	76.	48.	9.					204	144	99	13	30	52	87	20	57.9	47.1	38.3	28.8	57.4	46.3	37.0	27.2
35.	82.	47.	11.		8.5	8.4	9.2	----	31	12	11	3	3	7	8		----	37.0	29.9	----	----	35.8	30.3	
23.	ALL	ALL	13.						7	7	2	2		14	6	4	----	32.9	----	----		30.5	----	----
30.	ALL	84.	14.		6.1	7.8	8.2		23	28	20		1	3	17		----	----	32.1		----	----	33.1	
26.	99.	78.	35.	7.					92	91	49	9	21	26	62	20	58.6	47.4	35.7	28.2	57.3	46.4	36.8	32.1
31.					----	3.3	3.5	4.1	2	3	5	3	1	5	2	3	----	----	----	----	----	----	----	----
27.	94.	98.			5.1	5.3	10.1	----	32	44	45	7	3	9	22	7	----	50.0	40.6	37.4	----	46.6	39.1	34.9
24.									3	3	4	1	1		3		----	----	----	----	----		----	
26.	ALL								7		1				2		----		----				----	
16.									6	8	7		5	9	8		----	35.0	28.4		----	33.7	28.3	
28.	ALL	93.	37.		7.9	7.3	9.2	8.9	29	62	53	4	3	14	39	7	----	47.2	41.7	----	----	41.3	38.0	----
20.	ALL	77.	22.		8.6	9.3	5.6	----	22	19	10		3	3	8	1	----	----	33.7		----	----	31.2	----
29.	ALL	71.	48.						19	7	12		5	7	9	5	----	45.0	38.8		----	40.0	32.4	----
25.	98.	94.			6.0	6.8	5.3		205	86	48	1	13	16	41	1	75.2	54.5	45.3	----	57.3	46.6	43.5	----
28.	ALL	79.	32.						46	50	30	7	9	16	30	23	58.2	47.4	37.3	26.8	58.0	44.8	36.2	29.1
64.	ALL	33.			4.5	4.5	----	----	6	4	2	1		2			----	----	----	----		----		
47.	ALL								5	3	2	1	2		2		----	----	----	----	----		----	
28.	ALL	ALL	42.	8.	9.0	9.2	10.7	14.5	16	19	24	3	1	3	9	10	----	----	34.4	----	----	----	31.7	----

APPENDIX I NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
PENNSYLVANIA (CONTD)																				
Manor Junior College		III				5	-----	-----	-----	17.1	20.4				5	-----	-----	-----	19.7	23.4
Mansfield Univ. of Penn.	26	IIA	2	1	2	3	57.8	47.0	37.4	28.2	45.4	1	1	1	2	73.9	61.3	50.0	39.3	59.4
Marywood College		IIA	3	3	4		48.0	39.5	32.7	-----	37.8	3	4	3		59.1	48.6	41.5	-----	47.1
Mercyhurst College		IIB	4	3	4	4	39.3	34.6	28.6	23.8	31.2	3	3	3	4	51.2	44.7	35.7	27.8	39.4
Messiah College		IIB	3	2	2	1	42.8	37.9	33.0	29.1	36.3	3	2	2	2	53.7	47.1	41.4	35.5	45.2
Millersville Univ. of Penn.	103	IIA	2	1	2	2	57.9	46.9	38.0	29.3	46.9	1	1	1	1	74.1	61.5	50.8	40.3	61.2
Montgomery County Comm.Coll.		III	2	1	2	3	50.9	44.2	34.8	27.5	45.1	1	1	2	2	65.5	57.6	45.8	38.2	58.6
Moravian College		IIB	1	1	1		49.4	40.2	34.1	-----	42.2	1	2	1		62.2	50.4	42.9	-----	53.0
Mount Aloysius Junior Coll.		III		5	4	5	-----	23.8	28.9	22.0	25.2		5	4	5	-----	29.4	35.2	27.0	30.8
Muhlenberg College		IIB	1	1	1	2	55.2	42.0	34.3	27.8	41.9	1	1	1	2	74.9	54.2	43.3	33.3	54.6
Neumann College		IIB		4	4		-----	30.8	28.0	-----	29.4		5	4		-----	36.5	33.5	-----	35.0
Northampton Community Coll.		III	3	2	2	1	44.1	39.1	34.8	32.8	39.6	3	2	1	1*	56.3	51.5	46.8	44.9	51.8
Northeastern Christ.Jr.Coll.		III					-----	-----	-----	-----	23.8					-----	-----	-----	-----	30.6
Peirce Junior College		III	5	5			36.8	28.3	-----	-----	32.8	4	5			47.2	36.3	-----	-----	42.3
Penn. College of Optometry		IIA		2		3	-----	43.7	-----	27.5	39.6		2		3	-----	53.8	-----	34.6	48.9
Penn.Coll.of Podiatric Med.		IIB	1	1	1		53.9	40.3	35.5	-----	41.0	1	2	1		64.5	49.1	43.8	-----	49.9
Pennsylvania College of Tech		III	2	2	1	1	45.0	42.0	37.7	33.5	37.9	2	2	1	1	57.8	54.3	48.4	43.4	48.9
Penn State Univ.-Main Campus	26	I	2	2	3	5	67.9	48.3	39.3	24.5	48.8	2	2	2	4	83.1	60.6	49.5	32.7	60.9
Penn State Univ.IIA CAMPUSES	119	IIA	1	1	1*	1*	59.5	48.6	42.5	35.6	43.9	1	1	1	1*	74.3	61.4	53.5	45.9	55.6
Penn State Univ.III CAMPUSES	120	III	1	2	1	2	53.3	41.7	35.4	29.4	35.3	1	2	2	2	66.8	52.9	45.3	37.4	45.0
Philadelphia Coll. of Bible		IIB	5		4		32.6	-----	27.3		29.1	5		4		40.5	-----	32.8		35.9
Phila. Coll. of Pharm.&Sci.		IIB	1	1	2	2	53.5	40.8	33.0	27.8	37.6	1	1	1	1	66.9	51.7	42.4	36.0	47.8
Phila.Coll.of Textiles&Sci.		IIB	1	1	1		52.6	41.3	35.5	-----	40.4	1	1	1		69.1	55.4	44.8	-----	52.5
Pittsburgh Theol. Seminary		IIA	3	4			51.3	38.7	-----		44.3	2	3			65.5	49.4	-----		56.6
Point Park College		IIB	4	4	4		38.9	31.4	28.2	-----	33.7	3	4	4		49.2	40.3	35.6	-----	42.7
Reading Area Community Coll.	13	III	4	5		3	38.0	31.0	-----	26.9	32.7	4	5		3	47.1	38.9	-----	34.0	40.9
Robert Morris College		IIB	2	1	1	1	48.4	41.2	35.9	29.2	38.4	2	1	1	1	61.8	51.9	45.7	37.5	48.7
Rosemont College		IIB	2	2	4		44.2	39.1	28.2	-----	34.9	2	2	4		55.2	47.1	34.6	-----	42.7
Saint Francis College		IIB	3	3	3		42.7	36.7	29.5	-----	35.1	3	2	3		53.2	46.2	36.9	-----	44.0
St. Joseph's University		IIA	2	2	1		56.2	45.3	41.7		46.7	2	2	1		72.2	58.6	52.0		59.5
Saint Vincent College		IIB	3	3	3	2	41.8	36.4	29.5	26.9	33.4	2	2	3	2	55.7	48.8	37.7	32.8	43.8
Seton Hill College		IIB	2	4	4		44.8	32.9	27.8	-----	31.4	3	3	4		53.0	42.4	34.6	-----	39.3
Shippensburg University	26	IIA	2	2	2	2	57.6	45.7	37.7	29.3	50.5	2	1	1	2	72.9	59.2	49.8	39.0	64.6
Slippery Rock Univ. of Penn.	26	IIA	1	2	2	2	58.6	45.6	37.0	30.5	46.5	1	2	2	1	73.1	58.1	47.9	40.1	59.0
Susquehanna University		IIB	1	2	1		49.7	38.6	34.3	-----	40.6	1	2	1		63.5	47.9	42.4	-----	51.0
Swarthmore College		IIB	1*	1*	1		67.6	47.8	37.4	-----	53.6	1*	1*	1		83.2	60.0	47.2	-----	66.6
Temple University	140	I	3	1	2	2	64.1	51.1	40.9	31.1	53.7	3	1	2	2	77.8	63.6	51.9	40.7	66.3
Thiel College		IIB	3	4	4		39.5	32.3	27.2	-----	35.3	3	4	4		50.9	41.1	33.5	-----	45.1
Thomas Jefferson University		IIB	1*	1*	1*	1*	64.9	47.6	38.2	33.6	40.3	1*	1*	1*	1*	81.7	61.5	49.6	44.2	52.2
University of the Arts		IIB	4	4	4		38.4	32.1	28.6		33.6	4	4	4		47.8	39.6	35.0		41.5
University of Pennsylvania		I	1*	1*	1*		80.4	57.3	48.6		68.3	1	1*	1*		98.7	76.5	62.7		85.9
Univ. of Pittsburgh-Main		I	2	2	2	3	69.0	49.1	40.5	29.5	51.9	2	2	2	2	86.7	62.9	51.6	38.8	65.9
Univ. of Pittsburgh-Bradford		IIB	2	1	2	3	45.8	40.1	32.7	26.0	36.4	2	1	2	2	60.6	51.3	40.9	33.6	46.6
Univ. of Pittsburgh-Grnsburg		IIB	2	2	3	3	46.0	37.4	30.2	24.9	34.8	2	2	2	3	60.8	49.0	39.4	30.6	45.3
Univ. of Pittsburgh-Johnstwn		IIB	1	1	2	1	52.6	41.5	31.7	29.3	38.6	1	1	2	1	70.7	54.2	40.5	38.3	50.3
Univ. of Pittsburgh-Titsvlle		III		3	4	4		37.2	27.8	25.7	30.5		2	4	4		50.5	36.1	32.0	39.9
University of Scranton		IIA	3	2	1	1	50.4	43.5	39.4	33.8	42.5	2	2	1	1	67.4	56.9	51.0	43.6	55.6
Ursinus College		IIB	2	2	2		49.2	39.9	33.3	-----	39.8	2	2	2		60.9	49.5	41.2	-----	49.3
Valley Forge Christian Coll.		IIB			5		-----	-----	23.2	-----	24.3			5		-----	-----	27.6	-----	28.8
Valley Forge Mil. Jr. Coll.		III					-----	-----	-----		29.7					-----	-----	-----		35.6
Villanova University	13	IIA	1*	1	1	3	65.8	48.5	40.5	28.5	48.6	1*	1	1	2	81.8	61.9	52.6	38.8	61.9
Washington & Jefferson Coll.		IIB	1	1	1	1	50.9	44.1	34.8	29.7	43.4	1	1	1	1	64.3	55.1	44.0	37.8	54.7
Waynesburg College		IIB	4	4	4	3	36.5	31.8	27.3	26.0	30.5	3	3	3	1	49.7	41.8	37.1	36.5	41.5
West Chester Univ. of Penn.		IIA	2	1	2	1	57.1	47.4	37.5	32.0	46.7	2	1	1	1	71.7	61.6	49.8	43.9	60.2
Westminster College		IIB	2	2	3	2	44.5	37.2	30.5	27.2	38.5	2	3	3	3	55.1	45.6	36.6	30.7	47.0
Westminster Theol. Seminary		IIA	5				36.9	-----			34.7	5				44.7	-----			41.9
Westmoreland Co. Comm. Coll.		III	3	3	2	5	42.5	36.8	33.2	23.2	33.4	3	3	2	4	55.0	48.3	44.0	32.3	44.4
Widener University		IIA	1	1*	1	2	62.0	51.3	40.0	30.4	47.6	1	1*	1	2	78.1	64.3	50.3	38.1	59.9
Wilkes University		IIA	3	3	3		48.6	40.9	33.5		39.5	3	3	4		59.6	50.8	40.2		48.3
Wilson College		IIB		4	4		-----	31.0	27.2	-----	29.5		4	5		-----	38.0	31.2	-----	34.6
York College of Pennsylvania		IIB	1	1*	1*		56.1	48.7	38.4	-----	43.0	1	1*	1*		75.0	63.5	49.9	-----	56.1
RHODE ISLAND																				
Brown University		I	2	2	2		70.5	48.2	40.3	-----	58.5	1	2	2		89.5	61.6	51.5	-----	74.4
Bryant College		IIB	1*	1*	1*		60.6	54.2	46.7		51.5	1*	1*	1*		77.8	69.3	58.5		65.5
Community College of R.I.	49	III	3	4	4	5	44.4	34.5	30.1	23.1	38.8	2	4	3	4	56.6	44.9	39.9	30.3	50.0
Providence College		IIA	2	1	1	1	56.0	48.6	39.4	32.4	44.4	1	1*	1*	1*	74.8	66.9	54.1	45.4	60.7
Rhode Island College	13	IIA	3	3	2		50.7	42.0	36.7	-----	43.6	2	2	2		64.7	54.5	47.2	-----	56.0
Rhode Island School Design		IIB	1	1	2		52.2	40.6	32.8		41.1	1	1	1		70.4	53.6	42.0		54.3
Roger Williams College		IIB									43.0									55.1
Salve Regina University		IIA	4	4	4	3	46.6	38.7	31.8	27.6	37.3	4	4	4	3	56.8	48.9	39.7	34.7	46.5

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY MEN				WOMEN				AVERAGE SALARY BY RANK AND BY SEX MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
15.										1			2	1	5	7		----			----	----	----	----
31.	98.	84.	43.		7.1	8.2	8.4	20.0	48	42	32	7	3	13	24	9	----	47.4	37.4	28.0	----	45.9	37.4	28.4
25.	88.	71.	35.		17.6	13.9	12.2	----	15	21	22	2	9	21	29	3	49.0	40.3	33.9	----	46.3	38.6	31.8	----
26.	ALL	ALL	72.	38.	6.2	7.4	7.8	9.1	11	15	29	7	4	11	7	9	----	35.6	29.0	26.1	----	33.3	27.1	22.1
25.	55.	6.			7.5	8.4	7.5	7.0	29	29	25	6	2	6	20	10	----	37.9	32.7	29.6	----	37.8	33.5	28.8
31.	99.	79.	40.	11.					94	73	49	8	16	32	47	1	58.1	47.4	38.2	----	57.0	45.8	37.7	----
30.	ALL	ALL	60.	14.	8.4	9.1	10.2	12.5	45	19	8	1	20	29	12	6	52.4	43.7	39.8	----	47.5	44.5	31.5	----
26.	ALL	90.	37.		7.7	6.9	5.8	----	27	26	10	2	7	3	9	1	49.9	----	34.7	----	47.8	----	33.4	----
22.		29.							1	3	3	2	1	4	13	15	----	----	----	----	----	----	----	----
30.	97.	79.	8.		5.5	5.7	6.1	----	32	20	27	3	3	9	9	3	----	43.0	35.1	----	----	39.6	32.2	----
19.									2	2	5	2	2	9	19		----	----	----	----	----	----	----	
31.	ALL	86.	35.	17.	7.3	8.3	8.9	10.7	22	15	6	3	11	6	14	3	44.5	40.2	39.8	----	43.4	36.4	32.6	----
29.									1		4	3		1	1		----		----	----		----	----	
29.					5.0	5.0	----	----	11	3	1		7	5	1	3	36.8	----	----		36.9	----	----	----
24.		92.							2	17	1			7	4	6	----	43.9	----			43.1	----	----
22.	ALL								7	7	10	2	1		1	2	----	----	----	----	----		----	----
29.	85.	91.	80.	59.	5.6	5.7	6.0	6.8	17	34	47	49	3	9	19	19	----	42.6	38.2	34.2	----	39.9	36.6	31.7
25.	96.	82.	10.		4.5	5.0	5.4	7.6	568	357	279	75	36	82	154	98	68.1	48.9	40.9	25.0	64.4	45.5	36.4	24.1
27.	94.	84.	21.		4.6	4.6	5.6	4.1	27	66	31	32	4	8	24	13	----	48.8	44.1	37.6	----	46.9	36.9	30.4
27.	ALL	93.	51.	0.	6.3	6.5	6.5	6.7	34	127	263	130	10	35	72	77	53.4	42.2	35.9	30.6	53.0	39.9	33.5	27.2
23.									7	5	7		1		5		----	----	----		----		----	
27.	ALL	75.			4.2	4.2	4.2	4.2	16	17	29	9	3	7	22	6	----	40.6	32.4	30.7	----	41.1	33.8	23.4
30.	94.	96.	16.		3.4	2.9	3.7		16	21	20	1	1	6	25		----	41.5	37.8	----	----	40.5	33.6	
28.	ALL	ALL			6.4	9.9	----		9	4	1			2	1		----	----	----			----	----	
27.	97.	93.	43.						23	8	12	1	8	6	9		38.9	34.3	29.3	----	38.9	27.5	26.9	
25.									8	2		3	11	5	1	11	39.6	----		----	36.8	----	----	----
27.									7	29	35	7	2	11	14	2	----	42.2	36.1	----	----	38.6	35.6	----
22.	ALL	ALL	47.						4	9	2		4	6	15	2	----	40.5	----		----	37.1	----	----
25.	ALL	86.	37.						15	10	13	2	4	4	6	3	----	----	30.1	----	----	----	28.3	----
27.	98.	96.	28.		5.9	5.9	7.5		39	44	47		4	3	20		----	----	43.3		----	----	37.8	
31.	ALL	92.			6.2	6.4	6.5	6.6	8	24	13	6		1	4	5	----	----	----	----		----	----	----
25.	ALL	35.			7.0	8.2	9.0	----	2	9	13	1	5	8	16	1	----	33.5	27.9	----	----	32.2	27.8	----
28.	97.	59.	42.		7.2	9.1	10.2	----	145	51	30		17	28	22	6	57.9	46.2	38.4		55.5	44.8	36.7	----
27.	ALL	66.	49.	14.					105	68	68	4	19	36	57	10	58.7	46.2	37.6	----	58.4	44.5	36.3	----
25.	90.	89.	18.		3.1	3.0	3.4	----	28	24	12		2	4	16	3	----	----	34.6		----	----	34.1	----
24.	97.	90.			9.4	9.3	10.3	11.3	61	24	25	1	9	16	16	3	68.7	48.9	36.8	----	60.1	46.0	38.3	----
23.	97.	89.	11.	9.	9.5	10.1	9.7	7.3	398	255	155	18	83	97	109	15	64.9	52.0	41.5	32.1	60.1	48.9	40.0	29.9
28.	ALL	82.			8.3	9.2	12.6	----	28	8	5		6	9	5	1	39.9	32.3	----		37.8	32.3	----	----
29.					3.4	4.7	10.0	12.7	1		6		5	8	26	16	----		41.7		----	----	37.4	----
24.	ALL	78.			5.2	5.7	8.9		26	24	13		6	12	7		39.1	32.3	29.5		35.4	31.9	26.9	
26.	ALL	92.	0.		4.7	5.8	6.0		494	182	152		60	60	55		81.0	57.9	49.8		76.1	55.6	45.4	
27.	96.	83.			7.5	7.8	8.3	9.1	385	297	204	20	55	112	163	41	70.1	49.9	42.2	30.4	61.5	46.8	38.4	29.0
28.	ALL	ALL			9.6	9.3	10.7	10.6	7	15	8	3	1	3	11	4	----	----	32.2	----	----	----	33.1	----
30.	ALL	83.			7.8	7.6	7.8	9.0	6	17	9	2	3	6	7	7	----	37.6	29.5	----	----	36.9	31.1	----
30.	ALL	97.			9.1	7.7	7.9	8.4	13	52	29	9	2	13	9	7	----	42.2	31.9	32.8	----	39.1	31.1	24.9
31.		ALL				8.4	9.3	11.6		7	3	4		1	3	4		----	----	----		----	----	----
31.	98.	84.	27.		8.2	10.2	8.6	8.6	50	64	65	5	2	10	34	5	----	43.5	41.2	----	----	43.5	36.0	----
24.	ALL	96.	3.		7.4	7.5	7.2	----	20	14	17	1	5	11	13	2	----	40.3	33.3	----	----	39.3	33.2	----
18.									2	2	7	2		2	3		----	----	----	----		----	----	
20.					----	----	----		3	2	3			1	1		----	----	----			----	----	
27.	98.	82.	42.		6.8	5.9	6.3	6.9	119	119	146	6	13	28	78	17	66.8	48.7	41.4	26.5	56.6	48.1	39.0	29.2
26.	93.	75.							28	26	10	4		6	7	2	----	44.9	37.0	----		40.3	31.6	----
36.	95.	33.	26.		5.4	6.8	8.1	7.3	16	5	12	3	4	4	11	8	----	----	26.3	----	----	----	28.3	----
29.	96.	85.	39.	78.	7.6	7.1	8.3	6.3	121	114	81	4	29	47	90	5	57.0	47.9	38.1	----	57.4	46.3	37.0	----
22.	ALL	95.	24.						41	15	10	5	6	4	7	6	44.8	----	30.5	----	42.1	----	30.5	----
21.	ALL				6.0	----			9	4							----	----						
33.									14	6	15	10	3	9	14	9	----	34.5	34.9	22.0	----	38.4	31.3	24.4
26.	78.	62.	8.		6.2	7.0	8.3	19.4	42	80	45	6	8	31	44	11	62.4	51.6	41.4	29.6	59.8	50.5	38.6	30.8
22.	82.	70.	6.		10.8	10.4	9.7		32	37	36		1	16	27		----	41.5	35.1		----	39.3	31.3	
17.		ALL			----	6.2	8.1	----	4	7	7			5	10	2	----	----	28.6			----	26.2	----
31.	83.	73.	47.		7.7	8.1	8.7	----	11	19	35	3	1	7	27		----	49.9	38.4	----	----	45.5	38.3	
27.	ALL	98.			5.6	6.6	6.6	----	258	67	68	1	27	35	42		71.4	49.7	41.4	----	61.5	45.3	38.5	
27.	92.	74.	11.		6.3	7.7	10.0		27	43	22		11	4	14		61.6	----	47.8		58.3	----	45.0	
29.	ALL	96.	37.	17.	4.5	4.9	5.2	4.7	99	24	17	3	62	30	51	3	45.1	34.8	31.3	----	43.4	34.2	29.7	----
37.	ALL	98.	42.	5.	9.3	10.0	8.9	10.0	31	44	60	12	11	10	30	10	57.4	49.2	38.1	34.9	52.0	46.0	41.9	29.5
29.	99.	95.	24.		4.5	4.5	4.8	----	98	63	48	1	21	43	46	2	51.4	44.0	38.9	----	47.3	39.2	34.5	----
32.	3.				6.5	6.4	6.9		25	25	20		4	15	16		----	41.3	33.0		----	39.3	32.6	
28.																								
24.	85.	69.	9.		1.0	3.0	5.3	7.2	16	13	17	3	11	23	18	8	46.6	38.7	32.1	----	46.6	38.6	31.6	----

APPENDIX I NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
RHODE ISLAND (CONTD)																				
University of Rhode Island	165	I	4	3	3		59.9	45.4	39.4	-----	50.9	3	2	2		76.6	59.1	50.6	-----	65.5
SOUTH CAROLINA																				
Central Wesleyan College	3	IIB	5	5	5		28.4	25.5	21.5		25.7	5	5	5		35.2	30.9	27.3		31.9
Charleston Southern Univ.		IIB	4	4	4		37.9	32.6	27.8	-----	29.8	4	4	4		45.2	39.2	33.3	-----	35.8
Citadel Military Coll.of SC		IIA	3	3	5		48.8	40.7	30.9	-----	41.0	3	3	4		60.5	50.7	39.0	-----	51.1
Clemson University		I	4	4	4	5	57.4	42.6	36.2	22.9	44.9	4	4	4	5	69.0	52.0	44.5	28.7	54.6
Coker College		IIB	4	5	3		37.6	28.1	29.0	-----	31.3	4	5	4		45.6	33.7	34.7	-----	37.6
Columbia College		IIB	3	3	3	3	39.5	33.9	30.9	26.1	33.9	4	3	3	3	48.5	42.0	37.5	32.3	41.8
Converse College		IIB	3	3	3		42.7	36.2	30.2	-----	34.7	3	2	3		52.9	46.0	37.1	-----	43.3
Francis Marion College		IIB	2	3	3	4	45.2	36.5	30.4	22.8	36.3	2	3	3	4	55.0	44.7	37.6	28.5	44.5
Furman University		IIB	1	2	2	2	51.5	38.0	31.7	27.8	41.9	1	2	2	2	66.4	48.3	39.3	33.2	53.4
Lander College		IIB	2	2	2		44.5	37.6	32.7	-----	36.9	3	3	2		54.0	45.8	40.1	-----	45.1
Limestone College		IIB	5	5	5		27.0	27.4	23.4	-----	25.2	5	5	5		31.0	31.0	26.4	-----	28.7
Newberry College		IIB	4	5	5		35.8	28.0	22.8	-----	28.7	4	5	5		42.3	33.7	27.1	-----	34.2
Presbyterian College		IIB	2	3	3		45.0	34.1	29.9	-----	36.3	2	4	3		56.2	41.5	35.8	-----	44.5
South Carolina State College		IIB	3	2	2	2	43.5	37.0	31.7	26.3	35.1	3	3	2	2	53.0	45.4	39.1	32.7	43.1
Univ. South Carolina-Main		I	4	4	4	4	57.0	42.2	36.9	25.3	45.3	4	4	4	5	68.4	51.3	45.2	31.5	54.9
Univ. South Carolina-Aiken		IIB	2	2	2	3	44.5	37.9	31.4	25.8	35.7	3	2	3	3	54.1	46.3	38.6	32.1	43.8
Univ. South Carolina-Beaufrt		III		4			-----	32.8	-----	-----	33.2		4			-----	40.3	-----	-----	40.8
Univ. South Carolina-Coastal		IIB	3	2	3	4	44.0	36.8	31.2	22.6	33.8	3	3	3	4	53.5	45.0	38.5	28.3	41.5
Univ. South Carolina-Lncster		III		4			-----	33.7	-----	-----	33.4		4			-----	41.4	-----	-----	41.1
Univ. South Carolina-Slktche		III				4	-----	-----	-----	23.8	29.8				5	-----	-----	-----	29.7	36.8
Univ. South Carolina-Sprtbrg		IIB	3	3	3	3	42.9	35.8	30.2	25.9	35.2	3	3	3	3	53.3	43.9	37.3	32.1	43.2
Univ. South Carolina-Sumter		III	3	4	3		41.6	33.6	31.1	-----	35.1	4	4	4		49.0	41.3	38.3	-----	42.6
Univ. South Carolina-Union		III					-----	-----	-----	-----	33.3					-----	-----	-----	-----	40.5
Winthrop College		IIA	4	2	4	4	46.1	42.5	31.2	24.8	38.1	4	3	4	4	56.9	52.6	39.1	31.4	47.3
Wofford College		IIB	2	2	2		49.0	38.5	32.7	-----	40.5	2	2	2		61.1	48.1	40.5	-----	50.5
SOUTH DAKOTA																				
Augustana College		IIB	3	3	3	2	41.2	36.4	29.6	26.8	34.7	3	3	3	2	51.5	45.7	38.3	35.1	44.1
Black Hills State University		IIB	4	4	3	4	39.0	32.4	29.3	24.4	32.0	4	4	4	4	45.3	37.8	34.3	28.8	37.3
Dakota State University		IIB	3	3	2	4	41.7	35.4	32.2	22.6	32.1	4	4	3	5	48.2	41.1	37.5	26.7	37.4
Dakota Wesleyan University		IIB		5	5		-----	28.1	25.1	-----	25.1		5	5		-----	33.4	31.2	-----	30.6
Mount Marty College		IIB	5	5	5		32.1	25.6	24.0	-----	25.3	5	5	5		34.0	28.6	26.7	-----	27.9
Northern State University		IIA	5	5	5	4	43.2	34.1	28.2	24.4	32.8	5	5	5	5	50.1	39.8	33.2	28.8	38.3
Sioux Falls College		IIB		5	4		-----	29.8	26.9	-----	28.4		4	4		-----	37.5	33.0	-----	35.5
South Dakota Sch.Min.& Tech.		IIA	4	4	3		44.8	38.0	35.1	-----	40.0	5	5	4		51.8	44.1	40.8	-----	46.3
South Dakota State Univ.		IIA	5	5	5	4	41.6	35.0	30.8	25.4	34.7	5	5	5	5	48.2	40.7	36.0	29.9	40.4
University of South Dakota		I	5	5	5	5	45.0	35.2	31.7	22.3	34.4	5	5	5	5	52.2	41.1	37.1	26.4	40.2
TENNESSEE																				
Austin Peay State University	3	IIA	4	5	5		45.7	33.8	29.2	-----	36.7	4	5	5		54.8	41.2	36.0	-----	44.5
Belmont College		IIB	3	2	3	4	44.0	37.1	30.3	24.3	36.0	3	3	3	3	53.7	45.2	37.5	30.6	44.2
Bethel College		IIB	5	5	5		27.5	23.7	25.3	-----	25.5	5	5	5		33.6	28.7	31.0	-----	31.1
Carson-Newman College	24	IIB	4	4	4	5	37.1	31.0	27.7	21.2	30.5	4	4	4	5	45.1	37.5	32.7	26.4	36.7
Chattanooga St.Tech.Comm.Col		III	4	4	3	3	38.7	34.8	31.9	26.7	31.6	5	4	4	4	44.8	40.4	37.1	31.2	36.8
Christian Brothers Univ.	3	IIB	3	3	3		43.3	34.7	29.4	-----	34.3	3	3	4		52.0	41.7	35.3	-----	41.2
Cleveland State Comm. Coll.		III	4	4	3	4	39.1	34.4	30.3	25.4	32.2	4	4	4	4	47.4	41.3	36.9	31.0	38.9
Columbia State Comm. College		III		2	3	4	-----	38.2	31.3	24.9	30.2		3	3	4	-----	47.0	39.0	31.6	37.8
David Lipscomb University		IIB	2	3	3	3	44.1	35.8	30.3	25.6	35.2	3	2	3	3	54.3	46.0	37.6	31.8	44.0
Dyersburg State Comm. Coll.		III	5	5	5	5	34.9	31.1	26.8	22.7	28.3	5	5	5	5	42.1	38.1	32.4	28.2	34.5
East Tennessee State Univ.		IIA	3	3	4	4	47.8	41.1	33.0	26.2	38.2	4	3	4	3	58.4	50.9	39.7	33.3	46.9
Free Will Baptist Bible Coll		IIB									24.2									29.6
Freed-Hardeman University		IIB	4	4	4	5	36.9	31.3	27.0	21.3	29.6	4	4	4	5	43.6	37.2	32.9	26.0	35.5
Jackson State Comm. College		III	5	4	4	4	36.2	33.0	27.6	23.9	30.7	5	5	5	5	36.2	33.0	27.6	23.9	37.1
King College, Inc.		IIB	5	5	5		27.5	23.4	23.1		25.0	5	5	5		35.6	29.9	29.2		32.0
Knoxville College	89	IIB		5	5	5	-----	28.1	22.8	20.2	22.7		5	5	5	-----	32.3	26.4	23.5	26.4
Lambuth University		IIB	5	5	5		29.8	26.1	26.2	-----	27.7	5	5	4		39.3	35.8	34.2	-----	36.6
Lane College		IIB	5	5		5	29.7	24.8	-----	18.8	23.4	5	5		5	33.6	28.0	-----	20.7	26.3
Maryville College		IIB	4	4	4	4	38.9	32.4	26.5	22.8	31.0	4	4	5	5	47.5	40.1	31.6	27.0	37.7
Memphis State University	3	I	5	5	5	5	51.2	40.7	34.7	22.1	40.5	5	5	5	5	61.1	49.4	42.7	27.4	49.0
Middle Tenn. State Univ.		IIA	3	4	5	5	50.9	39.2	30.9	23.4	38.5	3	4	5	5	60.9	47.5	37.7	29.0	46.6
Milligan College		IIB	4	4	4		37.3	31.0	26.8		32.0	4	4	5		43.3	36.9	31.3		37.5
Motlow State Community Coll.		III		3	3	3	-----	35.3	31.0	27.5	31.3		4	4	3	-----	42.7	37.8	33.7	38.2
Nashville State Tech. Inst.		III	3	3	3	4	42.2	35.1	30.9	25.1	32.4	4	4	4	4	50.7	42.4	37.6	30.8	39.3
Northeast St.Tech.Comm.Coll.		III		4	4	5		32.8	29.6	19.4	24.9		5	4	5		39.5	36.2	23.9	30.5
Pellissippi St.Tech.Comm.Col		III		4	4	4	-----	34.4	29.8	25.3	30.0		4	4	5	-----	40.6	35.1	29.8	35.4
Rhodes College		IIB	1	1	2		51.1	41.3	32.7	-----	39.7	1	1	2		64.9	53.7	39.8	-----	50.0

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY MEN				WOMEN				AVERAGE SALARY BY RANK AND BY SEX MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
29.	99.	87.	13.		5.2	4.2	3.2	----	278	140	73	2	36	59	72	2	60.5	45.9	41.6	----	55.6	44.1	37.1	----
24.	78.	11.			8.3	6.9	7.8		16	7	6		2	2	5		----	----	----		----	----	----	
20.	67.	25.	3.		3.0	4.9	4.2	----	11	11	20		1	1	13	3	----	----	27.8		----	----	27.8	----
25.	98.	84.	6.		2.0	2.3	2.2	----	57	56	23	1	2	5	12	3	----	----	31.4	----	----	----	29.9	----
21.	98.	77.	10.	2.	0.0	0.0	0.0	0.0	300	175	115	29	20	44	76	25	57.8	43.4	38.0	24.6	51.2	39.5	33.7	20.8
20.	ALL	86.	20.		5.2	7.1	5.7	----	12	1	13	3	3	6	7		----	----	28.7	----	----	----	29.4	
23.	91.	72.	29.		4.6	6.5	8.0	5.5	14	12	3	2	8	13	11	6	41.0	33.9	----	----	36.8	33.9	----	----
25.	92.	82.	43.		4.1	5.4	7.7	----	9	20	9	5	3	14	14		----	37.7	30.4	----	----	34.1	30.1	
23.	95.	66.	34.	13.	0.2	0.7	1.6	1.1	50	33	21	11	8	8	14	12	45.5	36.8	30.8	22.2	43.1	35.1	29.8	23.4
27.	ALL	93.	20.		6.0	6.5	6.4	7.9	74	30	24	8	8	16	21	2	52.0	39.2	32.0	----	47.1	35.9	31.3	----
22.	ALL	79.	12.		0.0	0.5	0.1	----	31	18	19	1	5	15	23	4	----	37.2	34.2	----	----	38.1	31.5	----
14.	86.	17.			7.7	7.1	7.3	----	5	4	6	1	2	2	4		----	----	----	----	----	----	----	
19.	91.	45.			9.1	4.6	----	----	9	16	6	2	2	4	1	2	----	----	----	----	----	----	----	----
23.	ALL	67.	15.						26	11	18	4	3	1	9	1	----	----	30.1	----	----	----	29.7	----
23.	86.	39.	20.		0.0	0.0	0.0	0.0	46	34	48	14	13	17	28	24	43.2	37.2	32.1	26.4	44.3	36.7	31.1	26.2
21.	96.	92.	11.		0.3	0.9	1.3	3.4	364	263	138	28	36	83	97	42	57.7	42.9	38.4	29.1	50.0	40.0	34.9	22.8
23.	ALL	81.	17.		0.5	2.9	2.1	1.2	20	21	17	4	6	11	19	10	45.1	38.1	30.5	----	42.5	37.4	32.1	----
23.		70.			----	0.0	----	----	5	7	2			3	3	2	----	----	----			----	----	----
23.	92.	86.	30.		0.0	0.6	1.4	0.8	26	31	23	11		13	23	14	----	37.0	31.2	22.6		36.3	31.2	22.5
23.		80.			----	1.2	5.9	----	3	11		2	2	4	3	1	----	----		----	----	----	----	----
24.					----	----	----	----	4	4	3	3	1		2	3	----	----	----	----	----		----	----
23.	93.	88.	5.	4.	0.2	0.9	3.2	0.4	34	19	8	7	12	21	11	17	43.6	36.6	30.5	29.7	41.0	35.1	30.0	24.3
21.	ALL	83.	14.		0.0	2.5	0.0	----	11	11	6	2	1	7	1	1	----	33.5	----	----	----	33.9	----	----
22.					----	----	----	----	4	2	1	1		1		1	----	----	----	----		----		----
24.	94.	78.	18.						59	52	39	4	11	21	43	20	46.7	38.5	31.5	----	42.7	52.5	30.9	----
25.	95.	96.			7.3	6.6	7.8	----	20	25	7	2	2	3	3	2	----	----	----	----	----	----	----	----
27.	ALL	ALL	21.		8.0	7.0	6.0	8.0	35	17	27	4	5	4	21	2	----	----	30.1	----	----	----	28.9	----
17.	96.	59.	23.		4.2	4.4	4.0	----	19	14	33	3	4	3	11	4	----	----	29.2	----	----	----	29.7	----
17.	91.	82.	29.		4.3	6.9	4.5	7.0	10	8	10	7	1	3	7	8	----	----	34.3	25.5	----	----	29.1	20.2
22.		63.	40.		----	1.0	1.0	----	5	7	4	1		1	6	3	----	----	----	----		----	----	----
10.	ALL	50.	17.		7.7	7.4	8.2	----	3	5	6	1	3	7	12	3	----	----	24.9	----	----	----	23.6	----
17.	94.	80.	29.		4.3	5.3	3.7	3.8	31	28	29	12	1	2	13	10	----	----	28.2	25.7	----	----	28.3	22.8
25.		78.	25.		----	8.9	8.9	----	4	7	12	3	1	2	4	2	----	----	----	----	----	----	----	----
16.	ALL	26.			4.1	3.9	3.3	4.2	45	21	14	3		6	4	2	----	39.1	----	----		34.3	----	----
16.	98.	67.	10.		4.2	4.8	4.8	3.2	114	43	66	28	19	17	46	19	41.7	35.2	31.8	25.3	40.9	34.4	29.5	25.4
17.	98.	72.	3.	2.	3.7	4.8	4.0	5.0	75	55	73	12	11	17	42	42	45.6	35.6	32.4	24.3	41.1	33.7	30.5	21.7
21.	96.	81.	18.		4.7	3.6	2.0	1.0	70	32	33	2	13	15	38	3	46.6	34.1	31.0	----	40.8	33.1	27.7	----
23.	98.	78.	7.		7.8	7.3	7.3	8.7	33	23	24	5	7	17	17	6	44.7	37.3	31.0	----	40.5	36.8	29.3	----
22.	88.	86.			5.5	7.0	4.4		8	4	5			3	4	1	----	----	----			----	----	----
20.	ALL	82.	31.		4.2	5.1	3.9	9.9	27	23	18	7	4	10	21	5	----	31.4	28.0	----	----	29.9	27.5	----
16.	ALL	91.	30.						13	23	13	18	1	24	17	34	----	34.5	34.3	29.0	----	35.0	30.1	25.4
20.	83.	70.	8.		3.9	3.9	4.0	----	23	25	25	2	1	8	12		----	35.9	29.7	----	----	31.1	28.6	
21.	ALL	ALL	ALL		0.2	0.3	0.3	0.3	8	20	4	7	3	11	7	11	----	34.8	----	27.0	----	33.6	----	24.4
25.		93.	83.						3	7	12	10	1	8	11	27	----	38.8	33.5	26.7	----	37.6	28.8	24.2
25.	94.	77.	21.		3.6	4.6	7.5	7.1	30	26	23	7	2	4	6	10	----	----	30.4	25.0	----	----	29.9	26.0
22.	ALL	91.	22.		1.9	2.0	2.0	2.0	7	6	3	5	3	5	6	10	----	----	----	----	----	----	----	----
23.	97.	79.	29.	29.	0.2	0.4	0.6	0.4	110	89	65	35	14	28	81	28	48.1	41.0	34.8	25.6	45.2	41.2	31.6	26.9
22.																								
20.	93.	80.	44.		5.1	4.4	6.1	7.7	15	19	15	4		6	3	7	----	31.1	----	----		31.9	----	----
21.	88.	92.	30.	13.					7	18	15	3	1	19	8	5	----	34.4	27.4	----	----	31.6	28.1	----
28.					0.5	0.0	0.9		11	5	4		1	4	5		----	----	----		----	----	----	
16.			10.		----	----	0.0	0.0	4	4	17	17		2	12	9	----	----	22.7	20.2		----	23.0	20.2
32.	94.	ALL	36.		4.0	6.0	9.4	----	16	4	7	1	1	4	7		----	----	28.0	----	----	----	24.5	
12.	43.	55.			----	3.1	----	2.9	7	10	2	4		1	2	8	----	----	----	----		----	----	----
22.	92.	77.	7.		13.1	11.4	15.9	----	12	5	8	1	1	8	6	8	----	----	26.8	----	----	----	26.0	----
21.	94.	84.	28.	1.	0.0	0.0	0.0	0.0	215	158	134	23	31	39	89	52	51.6	41.1	36.2	23.4	48.5	39.0	32.6	21.6
21.	87.	75.	24.						176	99	98	29	27	49	84	52	51.3	40.2	31.7	23.9	48.2	37.4	29.9	23.1
17.	82.	83.	29.		9.5	7.9	1.7		15	9	8		2	9	6		----	31.5	27.8		----	30.4	25.5	
22.		ALL	89.						2	6	6	15	2	9	13	7	----	36.5	31.0	27.8	----	34.4	30.9	26.7
21.	ALL	ALL	39.						7	22	17	8	1	12	14	9	----	35.1	31.7	26.0	----	35.0	29.9	24.2
22.		91.	35.							7	14	19		4	9	16		----	30.8	17.2		----	27.7	22.0
18.		76.	25.						4	14	21	10	1	23	15	35	----	35.3	30.7	24.3	----	33.9	28.5	25.6
26.	93.	93.			5.5	9.7	7.3	----	27	20	27	1		10	18	1	----	41.8	32.5	----		40.3	33.1	----

APPENDIX I NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
TENNESSEE (CONTD)																				
Roane State Community Coll.		III	4	4	4	3	40.8	34.9	28.3	25.9	31.4	4	4	5	4	49.2	42.2	34.5	31.8	38.1
Shelby State Comm. College		III	4	5	5	4	37.5	30.2	26.9	24.3	29.6	4	5	5	4	46.8	37.9	34.2	30.8	37.3
Southern College of SDA	132	IIB	5	5	5		25.9	25.0	24.3	-----	25.0	5	5	5		32.3	31.3	30.2	-----	31.2
State Tech. Inst. at Memphis		III	3	4	4	4	41.9	34.1	29.4	24.1	31.6	4	4	4	5	49.8	40.7	35.4	29.6	38.0
Tennessee State University	141	IIA	4	4	5	4	45.8	37.7	30.6	24.4	36.7	4	4	5	4	56.5	46.8	38.1	30.8	45.5
Tennessee Technological Univ	3	IIA	3	3	3	5	50.8	39.6	33.9	22.9	41.1	3	4	3	5	61.3	48.9	42.4	29.6	50.5
Tennessee Wesleyan College		IIB	5	5			24.8	24.3	-----	-----	23.2	5	5			30.8	30.0	-----	-----	28.8
Tusculum College		IIB	5		5		30.5	-----	26.3		28.2	5		5		35.9	-----	30.6		33.3
Union University	150	IIB	4	4	4	3	36.8	31.9	28.7	25.7	29.9	4	4	3	3	45.5	39.6	35.8	32.2	37.2
University of the South		IIB	1	2	2	1	52.2	37.1	32.7	29.7	43.6	1	2	1	1	69.0	49.9	42.8	37.5	57.6
Univ.of Tennessee-Knoxville	169	I	4	5	4	4	55.0	40.8	36.2	25.9	46.1	4	5	4	4	69.3	51.2	44.5	32.2	57.7
Univ. of Tenn.at Chattanooga		IIA	4	4	3	4	46.0	38.5	33.2	25.1	39.5	4	4	4	4	58.5	47.9	40.6	30.6	49.5
Univ. of Tennessee- Memphis	10	I	5	4	5	2	54.6	43.6	34.7	30.6	43.3	4	4	5	3	68.5	54.7	42.7	37.5	54.1
Univ.of Tennessee-Martin		IIA	5	4	5	5	42.7	37.1	30.5	23.5	38.0	4	4	5	5	55.2	47.1	38.1	29.8	48.7
Univ.of Tennessee-Inst.Agri.		IIA	2	2	2		52.4	42.9	37.1	-----	45.4	2	2	2		66.9	55.6	45.9	-----	57.8
Vanderbilt University		I	1	2	2	2	76.3	49.6	41.9	31.3	56.9	1	2	1	2	93.3	62.3	52.2	39.2	70.4
Volunteer State Comm.College		III	4	4	4	5	38.9	34.1	28.9	23.3	31.2	5	4	5	5	46.1	40.5	34.0	27.8	37.1
Walters State Comm. College		III	3	3	3	4	41.8	36.0	30.2	25.6	33.5	4	4	4	4	50.4	43.5	36.8	31.5	40.6
TEXAS																				
Abilene Christian University		IIA	5	4	4	4	40.4	36.5	31.0	26.1	35.5	5	4	4	3	49.5	45.6	40.2	35.2	44.6
Amber University		IIA		5			-----	31.9	-----		32.7		5			-----	40.3	-----		40.9
Angelo State University	29	IIB	2	2	1	3	45.1	39.0	34.7	25.4	36.9	2	2	1	2	56.5	49.5	44.3	33.6	46.9
Austin College		IIB	2	2	2		49.3	39.8	32.3	-----	41.4	1	2	2		62.2	50.2	39.9	-----	51.9
Baylor University		I	4	3	3	2	60.2	45.8	39.1	30.8	45.8	3	3	3	2	75.8	58.7	49.2	38.6	57.7
Brazosport College		III	2	4	4	4	45.0	34.7	28.5	24.5	36.2	3	4	4	4	53.3	41.4	34.9	30.5	43.0
Corpus Christi State Univ.	27	IIB	2	3	3		44.4	35.9	29.4	-----	37.0	2	3	3		55.2	45.2	37.5	-----	46.4
Del Mar College	3	III	3	3	3	3	42.3	36.5	32.2	27.4	35.0	3	3	3	3	52.4	45.5	40.3	34.4	43.6
East Texas Baptist Univ.	3	IIB	5	5	4	2	32.5	29.7	26.6	26.4	29.3	5	5	4	3	40.1	36.3	33.1	32.3	36.1
East Texas State University	27	IIA	4	5	5	3	43.5	35.0	30.4	28.4	36.9	5	5	5	3	53.5	43.6	38.2	35.9	45.8
East Texas State U-Texarkana	3	IIB	3	3			43.3	36.3	-----	-----	39.5	3	3			53.8	45.5	-----	-----	49.3
Episcopal Theol. Sem. of SW		IIB	4				38.5	-----		-----	36.6	2				56.5	-----		-----	53.8
Galveston College		III	5	4	4	3	37.0	33.0	29.1	27.3	31.2	4	4	4	3	46.2	41.5	37.0	34.7	39.5
Hardin-Simmons University		IIA	5	5	5	5	37.7	32.7	29.2	24.3	33.6	5	5	5	5	46.7	40.3	35.7	29.1	41.5
Jarvis Christian College		IIB	5	5	5	5	32.9	27.7	23.2	19.4	25.2	5	5	5	5	37.6	31.8	26.5	22.1	28.8
Lamar University	27	IIA	3	4	4	3	47.9	37.1	32.0	27.0	35.4	3	5	4	3	58.8	45.0	40.5	33.6	43.8
Lamar University-Orange	27	III			5	5		-----	26.1	23.4	24.8			5	5		-----	32.4	29.5	31.0
Lamar Univ.-Port Arthur	27	III				5		-----	-----	23.3	23.4				5		-----	-----	30.0	30.1
Laredo State University	29	IIB	3	1	1		43.8	40.6	34.4	-----	38.2	2	2	1		54.8	50.7	43.5	-----	47.9
LeTourneau University		IIB	4	4	3		35.6	30.8	29.2	-----	31.3	4	4	3		44.0	39.0	36.6	-----	39.2
Lubbock Christian University		IIB	5	5	5		31.6	25.3	22.8	-----	26.8	5	5	5		36.8	29.3	27.3	-----	31.5
McMurry College		IIB	4	4	3		37.4	30.8	30.4	-----	33.1	4	4	3		45.0	37.7	36.6	-----	39.9
Odessa College		III	3	3	2	2	43.9	35.7	34.1	30.0	36.0	3	4	2	2	53.8	44.3	42.6	37.8	44.8
Our Lady of the Lake Univ.		IIA	5	5	5	4	42.3	36.3	29.9	25.1	33.6	5	5	5	5	49.2	42.6	34.2	28.7	38.9
Prairie View A&M University	27	IIA	4	3	3	2	44.8	40.2	34.0	28.8	35.5	4	3	3	2	57.2	50.6	43.5	37.3	45.3
Rice University		I	1	1	1	3	75.4	51.8	42.9	28.9	61.5	1	2	2	3	90.9	62.6	51.7	36.0	74.2
St. Edward's University	3	IIB	3	3	3		43.2	36.0	30.2	-----	35.0	3	3	4		51.2	42.4	35.5	-----	41.2
St. Mary's University		IIA	2	2	3	4	57.4	42.7	35.0	25.3	44.0	2	3	4	5	66.1	51.0	41.0	29.5	51.5
Sam Houston State University	27	IIA	4	4	4	3	47.0	38.4	32.9	27.3	39.4	4	4	3	3	57.9	48.0	41.6	35.1	49.1
Schreiner College		IIB	5	5	5	5	34.1	29.8	24.9	21.6	27.9	4	5	5	5	42.4	35.9	30.2	26.4	34.2
Southern Methodist Univ.		I	2	3	2	1*	67.6	45.6	40.7	44.0	49.9	2	3	2	1*	85.7	57.9	49.6	51.3	62.7
Southwest Texas State Univ.	27	IIA	4	4	5	5	44.8	37.5	30.3	23.7	34.7	4	4	5	5	54.8	46.3	37.9	30.1	43.0
Southwestern Assemb.God Coll		IIB	5		5		28.7		21.4	-----	25.2	5		5		35.9		27.6	-----	32.1
Southwestern University		IIB	1	1	1		58.1	45.9	35.7	-----	44.1	1	1	1		70.6	56.3	44.0	-----	54.0
Stephen F.Austin State Univ.	27	IIA	4	5	5	5	44.8	35.9	30.2	23.8	34.2	4	5	5	4	55.2	45.1	38.5	31.1	43.1
Tarleton State University	29	IIA	5	4	4	4	43.2	37.0	31.3	25.2	32.2	5	4	4	3	54.2	47.0	40.3	33.2	41.4
Tarrant County Junior Coll.		III	3	2	1	1	41.3	39.3	36.5	33.1	37.7	4	3	2	2	47.8	45.6	42.6	38.9	43.9
Texas A & I University	27	IIA	4	4	4	5	43.9	36.9	32.9	23.0	36.0	4	4	3	4	55.2	47.1	42.2	30.5	45.9
Texas A & M University-Main	29	I	3	3	4	3	61.4	44.7	37.5	29.9	47.4	3	3	3	2	75.0	56.0	47.7	38.7	58.9
Texas A&M Univ.at Galveston	29	IIB	1	3	1		51.9	35.8	34.2		35.9	1	3	1		65.0	45.9	44.3		45.8
Texas Christian University		I	3	3	3	2	60.5	44.9	38.7	30.8	47.1	3	3	4	3	74.6	55.9	46.8	37.1	57.8
Texas Tech University	29	I	4	5	5	5	55.2	40.0	33.7	22.9	42.5	4	4	5	5	69.8	51.5	43.7	30.4	54.5
Texas Wesleyan University		IIB	4	4	4	3	36.3	32.4	28.7	25.8	33.0	4	4	3	3	44.8	40.2	35.8	31.9	40.9
Texas Woman's University	143	I	5	5	5	4	45.7	36.9	31.8	26.8	36.2	5	5	5	4	56.2	45.8	40.0	34.1	45.0
Trinity University		IIA	1*	2	2		64.9	45.0	36.0	-----	49.5	1	2	2		80.8	57.7	45.6	-----	62.3
University of Central Texas	3	IIB			4		-----	-----	26.6	-----	27.8			4		-----	-----	32.7	-----	34.1
University of Dallas		IIA	4	3	3		44.1	40.6	34.4	-----	38.5	5	3	3		51.3	49.3	42.1	-----	46.4
Univ. of Houston-Univ. Park	29	I	2	3	4	2	65.3	45.0	37.8	32.1	49.8	2	3	3	2	80.2	56.6	48.3	41.7	62.2
Univ. of Houston-Clear Lake	27	IIA	3	2	2		50.7	43.5	37.5	-----	42.8	3	2	2		61.8	53.5	46.6	-----	52.7
Univ. of Houston-Downtown	29	IIB	2	2	2		48.4	39.8	32.2		34.9	2	2	2		59.3	49.4	40.5		43.6
University of North Texas	27	I	5	4	4	4	51.7	42.6	36.6	26.7	42.0	5	4	4	4	62.2	51.9	45.0	33.4	51.1

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY MEN				WOMEN				AVERAGE SALARY BY RANK AND BY SEX MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
21.	ALL	90.	11.						11	23	18	8	2	19	26	11	----	35.6	29.5	26.0	----	34.2	27.5	25.9
26.	ALL	97.	27.						12	29	4	5	2	43	7	18	----	30.2	----	----	----	30.2	----	----
25.		88.	15.		4.8	4.8	4.8	----	30	17	6		3	16	16	5	----	24.6	24.1		----	25.4	24.4	----
20.	ALL	93.	60.						17	32	26	18	9	14	16	20	42.1	34.3	29.9	24.6	41.6	33.5	28.7	23.6
24.		95.	85.	54.	17.				91	46	37	17	27	27	41	35	46.7	39.7	30.5	24.9	42.8	34.3	30.7	24.2
23.		99.	85.	38.	26.	0.3	0.2	0.2	-0.2	136	74	65	10	13	13	39	21	51.4	40.2	34.6	22.2	44.5	36.3	32.7	23.3
24.		89.	44.			9.8	6.0	----	----	5	5	4	3	4	4	1		----	----	----	----	----	----	----	
18.		75.		9.		8.0	----	10.0		7	3	7		1	2	4		----	----	----		----	----	----	
24.		83.	41.	12.						15	9	21	11	3	8	21	15	----	31.3	29.5	26.5	----	32.6	28.0	25.1
32.	ALL	79.				7.3	7.6	7.6	----	47	20	7	5	3	4	7	3	----	----	33.0	----	----	----	32.3	----
25.		95.	87.	13.	7.	0.1	0.9	1.2	0.5	491	248	100	28	51	83	74	33	55.7	41.3	37.8	27.5	48.7	39.3	34.0	24.6
25.	ALL	92.	15.			1.8	0.6	0.8	-0.0	97	30	43	7	12	30	24	9	46.5	39.9	35.4	27.1	42.4	37.2	29.2	23.6
25.		91.	73.	18.		0.1	1.4	2.4	1.3	39	41	13	2	4	23	21	14	----	46.2	37.9	----	----	38.8	32.8	----
28.		93.	74.	28.		0.3	0.4	0.7	3.1	96	35	22	5	17	15	18	7	43.0	38.7	30.9	----	41.0	33.4	30.0	----
28.		96.	95.	8.		0.9	1.7	1.8	----	69	56	29	1	5	5	11	1	----	----	37.1	----	----	----	37.1	----
24.		98.	83.	2.		5.2	5.8	5.9	----	252	125	109	7	22	36	67	9	77.2	50.1	43.4	31.4	66.5	47.8	39.6	31.1
19.	ALL	92.	29.			2.1	2.9	----	3.5	8	30	3	8	2	18	4	17	----	34.8	----	25.5	----	32.9	----	22.3
21.	ALL	97.	30.							11	22	10	7	3	17	10	12	-	-	36.3	30.5	25.9	----	35.7	29.9	25.4
26.		93.	74.	24.	5.	3.8	5.6	6.9	6.8	68	33	28	13	6	2	17	8	40.8	----	33.1	27.6	36.1	----	27.5	23.5
25.						----	4.9	----		1	4	1		4	2	1		----	----	----		----	----	----	
27.		97.	70.	35.		2.3	3.0	5.7	4.6	60	21	21	11	6	6	22	33	45.2	39.1	34.7	26.2	44.0	38.6	34.7	25.2
25.	ALL	ALL				5.7	6.1	5.9	----	33	15	17		6	3	8	3	50.2	----	32.6		44.5	----	31.7	----
26.		95.	80.	14.	17.	5.9	5.6	6.5	----	188	102	57	3	25	30	55	3	61.0	46.7	41.9	----	53.7	42.4	36.2	----
19.	ALL	ALL	57.			3.4	3.4	----	8.5	24	13	5	3	3	5	2	6	----	----	----	----	----	----	----	----
26.		95.	92.	6.		2.0	2.0	2.0	----	34	22	13	2	8	14	18	1	44.4	36.6	29.5	----	44.4	34.7	29.4	----
25.	ALL	99.	71.	2.		2.0	3.0	5.8	6.5	42	39	33	25	23	38	26	32	42.4	36.6	32.4	27.6	42.3	36.4	32.0	27.2
23.		73.		8.		6.8	----	7.6	----	12	5	11	3	3	3	1	4	----	----	----	----	----	----	----	----
24.	ALL	93.	44.	5.						78	33	21	12	10	21	24	10	43.3	34.5	31.6	28.8	44.5	35.8	29.4	27.9
25.		95.	67.			5.0	----	----	----	18	3	2	1	2	3	1	2	----	----	----	----	----	----	----	----
47.	ALL									7	1			1			1	----	----			----			----
26.		70.	73.	46.	14.	1.5	2.2	1.6	2.3	9	7	6	5	1	8	7	9	----	32.4	29.4	----	----	33.4	28.9	----
23.		98.	91.	54.		0.0	0.0	0.0	0.0	41	6	20	3	7	5	8	3	38.2	----	29.5	----	34.5	----	28.4	----
14.		11.				5.4	4.0	4.3	0.6	7	7	9	9	2	1	4	2	----	----	----	----	----	----	----	----
24.		93.	90.	38.	50.	1.1	3.4	2.9	7.2	83	65	50	32	9	22	39	32	47.6	37.6	33.0	27.7	50.2	35.8	30.8	26.3
25.			55.	15.			----	3.6	7.4		1	6	3		2	5	17		----	----	----		----	----	----
29.				29.			----	----	6.2			2	10		1	2	28			----	21.3		----	----	24.0
25.	ALL	71.	8.			----	4.5	2.3		5	15	8	2	1	2	5	3	----	----	----	----	----	----	----	----
25.		73.	87.	47.		3.3	4.0	5.3	----	15	12	14	4		3	1		----	----	----	----		----	----	
17.		86.	82.	60.		4.5	0.2	9.6	----	16	12	6	1	6	5	4	2	31.4	----	----	----	31.9	----	----	----
20.		90.	56.	32.		10.6	9.0	10.5	----	30	5	15	2	1	4	10	3	----	----	30.7	----	----	----	30.0	----
24.		60.	15.	10.		4.0	4.0	4.0	4.0	24	23	11	16	11	18	19	18	43.9	36.5	33.3	29.7	43.7	34.6	34.6	30.3
16.		83.	43.	13.		7.0	7.0	6.9	5.0	15	14	10	7	9	9	13	15	43.2	37.5	31.7	26.1	40.8	34.6	28.4	24.6
28.		79.	69.	20.		2.0	2.0	2.0	2.7	25	42	44	42	8	19	27	18	45.3	41.7	34.4	29.3	43.5	36.9	33.4	27.5
21.	ALL	87.				6.4	6.8	7.4	4.8	206	70	70	6	17	20	25	2	75.9	52.9	44.0	----	69.0	48.1	39.7	----
18.		71.	28.			7.0	6.6	5.5	----	14	24	18			12	11	2	----	36.2	30.6			35.5	29.7	----
17.		82.	39.			6.0	6.0	6.0	6.0	41	44	30	5	9	10	14	6	58.3	42.1	36.1	----	53.4	45.4	32.8	----
25.		96.	87.	19.	42.	2.8	3.2	2.4	2.6	136	50	61	6	22	10	36	6	47.3	38.5	34.1	29.8	45.1	38.1	30.8	24.8
22.		70.	14.			2.4	2.7	3.2	----	9	5	7	4	1	2	5	2	----	----	----	----	----	----	----	----
26.		98.	87.	7.		3.3	5.4	4.9	2.9	152	110	101	4	7	31	51	4	67.9	46.3	41.8	----	60.5	42.9	38.6	----
24.		95.	67.	12.	8.	2.1	2.6	3.6	3.7	171	89	115	24	29	47	59	26	45.2	38.0	30.4	24.0	42.7	36.6	30.2	23.4
27.		50.		17.						7		5	1	3		1	1	----		----	----	----		----	----
22.	ALL	81.	7.			7.4	8.0	9.7	----	16	20	18		4	6	12	5	----	47.8	35.5		----	39.7	36.0	----
26.		98.	76.	43.	3.	2.0	2.4	2.4	2.0	114	73	68	6	17	12	33	26	44.8	36.3	30.5	26.1	44.4	33.4	29.4	23.3
28.		97.	83.	23.	2.	2.1	2.3	2.2	2.1	35	33	34	26	4	8	13	32	----	37.5	32.0	25.1	----	34.9	29.5	25.3
16.		13.	16.	33.	91.					45	84	57	40	18	81	70	37	42.0	41.1	37.3	33.8	39.8	37.4	35.9	32.4
27.		93.	83.	30.	27.	2.3	2.1	1.5	2.0	63	29	35	9	7	12	11	6	43.8	38.1	33.4	22.9	45.3	34.0	31.4	23.1
24.		99.	91.	3.		2.4	2.7	3.4	----	580	352	281	6	19	48	81	3	61.7	45.3	38.1	----	50.2	39.6	35.7	----
28.	ALL	93.				2.0	3.0	2.0		13	14	7				1		----	----	----				----	
23.		92.	93.	17.		3.3	5.5	3.8	1.9	85	76	53	2	13	30	50	4	61.5	46.4	38.6	----	54.3	41.2	38.8	----
28.		99.	90.	7.		2.1	2.3	2.3	2.0	256	187	165	5	18	55	77	6	55.6	40.6	34.4	----	49.5	37.8	32.2	----
24.	ALL	70.	9.			0.0	0.0	0.0	0.0	23	15	5	4	8	5	6	2	36.8	----	----	----	34.9	----	----	----
25.		96.	72.	28.	14.	3.1	3.2	3.9	3.7	39	46	11	2	51	65	74	20	47.5	38.3	30.9	----	44.4	35.8	32.0	----
26.		99.	97.	6.		7.6	7.0	8.4	----	75	48	45	1	8	15	21	4	66.0	45.8	36.2	----	54.0	42.1	35.6	----
22.						----	----	4.0	----	1	1	5	2	1	4	1		----	----	----	----	----	----	----	
21.	ALL	94.	14.			5.3	6.2	6.2	----	19	29	16	2	3	5	6		----	----	34.3	----	----	----	34.7	
25.		95.	83.	4.	10.					304	239	161	16	31	54	91	14	66.2	46.1	38.4	36.0	56.4	40.0	36.7	27.6
23.		98.	97.			2.1	3.1	2.9	----	38	48	21	1	6	23	25	1	51.7	43.2	39.8	----	44.7	44.2	35.6	----
25.	ALL	84.	19.							16	29	37		3	14	17		----	41.2	32.9		----	37.0	30.6	
22.		98.	89.	13.						215	166	160	5	26	44	79	1	51.9	43.4	37.6	----	49.4	39.5	34.5	----

APPENDIX I NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR AO AI IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR AO AI IN AR	(4) RATING OF AVERAGE COMP. PR AO AI IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR AO AI IN AR
TEXAS (CONTD)						
University of St. Thomas	166	IIA	5 5 5	36.8 33.8 28.6 ----- 33.1	5 5 5	43.5 39.6 33.7 ----- 38.9
Univ. of Texas at Austin	27	I	2 3 3 2	68.3 45.0 39.3 31.1 53.6	2 3 3 2	82.3 55.9 49.4 39.8 65.6
Univ. of Texas at Arlington	27	I	4 4 4	56.5 43.3 37.5 44.4	4 4 3	69.4 54.2 47.4 55.5
Univ. of Texas at Dallas	27	I	3 3 2	60.5 45.2 40.7 50.2	3 3 2	73.6 56.2 50.8 61.8
Univ. of Texas at El Paso	27	IIA	3 3 3	50.2 40.8 34.9 ----- 39.5	3 3 2	63.8 52.5 45.3 ----- 50.8
Univ. of Texas -Permian Bsn.	27	IIB	3 2 2	42.6 36.8 33.1 ----- 37.5	3 2 1	53.3 46.6 42.0 ----- 47.3
Univ. of Texas -San Antonio	27	IIA	3 3 3	48.2 39.9 34.3 ----- 39.7	4 4 4	57.4 47.8 41.2 ----- 47.5
Univ. of Texas at Tyler	29	IIA	3 4 3	47.9 39.1 34.4 38.4	3 3 3	60.2 49.5 44.4 48.9
UTAH						
Salt Lake Community College	129	III	5 5 5 4	34.0 29.7 27.5 25.1 28.3	4 4 4 3	46.6 41.1 38.2 35.4 39.3
Snow College		III	4 3 4 5	39.7 35.2 29.6 21.8 29.2	3 3 3 4	52.9 48.1 41.3 31.0 40.5
Southern Utah University		IIB	4 4 4 4	38.4 32.3 27.6 23.5 31.3	3 3 3 2	50.3 43.6 38.6 34.2 42.6
University of Utah		I	4 5 4 3	57.2 41.0 36.9 28.6 47.1	3 4 3 2	73.7 54.4 49.4 39.3 61.6
Utah State University		I	5 5 5 3	46.1 36.8 32.9 28.4 37.7	5 5 4 2	59.8 49.1 44.5 39.0 50.0
Weber State University		IIA	5 5 5 5	40.1 34.5 29.3 23.0 33.1	5 4 4 4	52.9 46.1 39.3 31.8 44.2
Westminster Coll. Slt.Lke.Cy		IIB	4 4 4	39.4 33.1 28.6 ----- 32.2	3 4 4	49.1 41.0 35.1 ----- 39.9
VERMONT						
Bennington College		IIB		37.5		45.1
Castleton State College		IIB	3 3 3	41.8 34.8 29.3 ----- 34.2	2 2 2	55.9 47.0 39.4 ----- 45.9
Champlain College		III	4 4 4 2	39.3 32.8 30.0 29.2 33.6	4 4 3 2	49.0 41.4 39.8 36.8 42.9
Green Mountain College		IIB	4 4 4	37.9 31.0 27.9 ----- 30.2	4 4 3	47.9 39.5 36.7 ----- 38.7
Johnson State College		IIB	3 3 3	40.9 33.9 29.4 33.1	2 3 2	55.1 44.8 39.7 44.3
Lyndon State College		IIB	3 3 4	41.9 35.7 28.6 ----- 35.0	2 2 3	56.1 48.3 38.2 ----- 47.1
Middlebury College		IIB	1* 1* 1* 1*	65.0 46.0 38.2 34.5 48.1	1* 1 1 1	83.8 58.3 46.8 40.8 60.6
Norwich University	116	IIA	5 4 4 3	43.0 36.5 31.0 27.2 37.2	5 4 4 3	54.1 48.9 40.0 34.1 48.2
Saint Michael's College		IIB	2 2 2	48.7 39.7 32.7 ----- 38.6	1 1 1	65.1 53.6 42.6 ----- 51.2
University of Vermont		I	3 3 4	60.7 44.7 37.4 ----- 46.3	3 3 3	76.8 58.3 48.5 ----- 59.6
VIRGINIA						
Averett College		IIB	5 4 4	34.0 30.6 26.5 ----- 30.3	5 4 4	41.6 37.0 32.8 ----- 37.1
Blue Ridge Community College		III	3 3 4	----- 37.2 32.3 25.7 33.8	3 2 3	----- 48.4 42.3 34.2 44.2
Bridgewater College		IIB	3 3 2 3	43.1 36.5 31.8 25.0 35.9	3 3 2 3	53.5 44.3 39.4 30.6 44.1
Central Virginia Comm. Coll.		III	3 3 2	44.1 37.8 34.1 ----- 36.9	2 2 2	56.9 49.1 44.6 ----- 48.0
Christendom College	42	IIB	4	----- 33.1 ----- ----- 31.6	4	----- 38.9 ----- ----- 37.9
College of William and Mary		I	3 2 5	63.5 48.0 35.7 ----- 52.5	3 2 4	79.9 61.5 46.3 ----- 66.7
Christopher Newport College		IIB	2 1 1 3	49.0 42.3 35.6 25.4 41.1	1 1 1 3	63.1 54.7 46.2 32.4 53.1
CWM-Richard Bland College		III	3 3 3	41.7 35.5 31.2 ----- 36.0	3 3 3	54.4 45.5 40.8 ----- 46.6
Commonwealth Coll.-Va.Beach		III	5	----- ----- ----- 12.5 15.0	5	----- ----- ----- 14.8 17.6
Commonwealth Coll.-Norfolk	46	III	5 5	----- 13.8 ----- 15.5 15.5	5 5	----- 16.2 ----- 18.0 18.0
Commonwealth Coll.-Richmond		III	5 5	13.8 14.3 14.0	5 5	16.2 16.7 16.5
Commonwealth Coll.-Hampton		III	5	----- 19.7 19.4	5	----- 22.4 22.1
Dabney S.Lancaster Comm.Coll		III	2 3 2	----- 41.9 32.0 27.8 34.7	2 2 3	----- 52.8 43.1 35.7 44.6
Danville Community College		III	4 3 2	41.1 37.0 33.2 ----- 36.2	3 3 2	53.1 48.2 43.4 ----- 47.1
Eastern Mennonite Coll.&Sem.		IIB	5 5 4 4	34.4 30.2 27.4 23.4 30.1	5 5 4 4	42.1 36.8 33.7 29.1 37.0
Eastern Shore Comm. College		III	4	----- ----- 29.4 ----- 31.4	4	----- ----- 38.8 ----- 41.3
Emory and Henry College		IIB	3 3 3	43.1 34.9 30.0 35.5	3 3 3	53.3 41.9 37.0 43.3
Ferrum College		IIB	4 4 4	37.5 31.5 26.4 ----- 32.0	4 4 5	45.4 37.5 31.2 ----- 38.3
George Mason University		I	1 2 2 2	73.5 49.6 41.4 31.7 53.6	1 2 1 2	90.7 62.7 52.9 41.0 67.3
Germanna Community College		III	3 3 3 3	42.1 35.8 31.2 26.0 33.7	3 3 3 3	54.5 46.7 41.0 34.6 44.1
Hampden-Sydney College		IIB	1 1 2	51.7 40.4 33.4 40.6	2 2 2	61.7 49.1 40.1 48.8
Hampton University		IIA	4 5 5 4	47.2 36.3 29.5 24.8 33.3	4 5 5 5	55.5 42.8 35.0 29.7 39.4
Hollins College		IIB	1 2 3	51.1 38.7 31.2 ----- 40.0	1 2 2	62.0 47.8 38.8 ----- 49.1
Institute of Textile Tech.		III	1* 1*	58.3 ----- 41.7 ----- 46.0	1 1	70.0 ----- 51.1 ----- 56.0
James Madison University		IIA	3 2 2 2	50.8 43.8 36.6 28.6 43.6	3 2 2 2	63.1 54.7 45.9 36.7 54.4
J. Sargeant Reynolds Comm.C.	88	III	3 3 2 2	42.0 37.6 33.0 28.6 36.6	3 2 2 2	55.4 49.4 43.5 37.7 48.3
John Tyler Community College		III	4 3 3 2	39.8 36.4 31.7 28.4 34.1	4 3 3 3	50.3 46.2 40.1 36.1 43.3
Liberty University		IIA	5 5 5 5	38.5 32.5 26.4 20.5 30.0	5 5 5 5	44.9 38.0 30.7 23.9 35.0
Longwood College		IIB	2 1 2 1	49.0 41.9 32.7 29.9 39.7	2 1 1 1	61.0 52.9 41.9 38.0 50.1
Lord Fairfax Community Coll.		III	4 4	----- 34.0 29.2 ----- 31.7	4 4	----- 44.5 38.6 ----- 41.6
Lynchburg College		IIA	4 4 4	45.9 38.1 31.2 ----- 39.0	4 4 5	57.5 46.9 38.2 ----- 48.3
Mary Baldwin College		IIB	2 3 4	44.3 35.1 28.7 ----- 32.8	3 3 3	53.5 42.9 35.7 ----- 40.3
Mary Washington College		IIB	2 1 2 1	48.8 40.7 31.7 29.1 40.4	1 1 2 1	62.5 52.6 41.6 38.3 52.2
Marymount University		IIA	3 4 3	48.3 38.1 33.8 ----- 41.6	4 5 4	57.1 44.6 39.6 ----- 49.0
Mountain Empire Comm.College		III	3 3 2	----- 36.1 32.2 28.5 33.6	3 2 2	----- 47.0 42.3 37.7 43.9
New River Community College		III	2 2 3 3	44.9 38.8 32.0 27.7 34.5	2 2 3 3	56.9 49.5 41.1 35.8 44.2
Northern Virginia Comm.Coll.	115	III	3 2 2 2	43.5 39.3 34.0 29.8 37.4	3 3 2 2	53.7 48.8 42.3 37.3 46.4
Patrick Henry Comm. College		III	3 3 3	----- 35.7 31.7 26.2 32.8	3 3 3	----- 46.5 41.6 34.9 42.9

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
18.	ALL	65.	10.		12.3	13.1	10.6	----	22	13	20		11	10	9	1	36.6	35.8	28.1		37.2	31.2	29.7	----
22.	ALL	ALL			2.0	2.1	2.1	3.9	855	346	312	25	94	119	184	11	69.6	45.8	41.1	31.9	57.1	42.4	36.3	29.1
25.	ALL	97.	14.		1.9	2.0	2.0		165	191	87		16	48	38		56.8	43.9	38.8		53.0	40.8	34.5	
23.	ALL	87.			4.0	4.3	6.4		81	45	50		2	10	11		----	45.7	42.1		----	42.7	34.3	
29.	ALL	84.	21.		2.3	2.2	2.2	----	88	112	75	2	9	22	51	3	50.5	41.1	35.7	----	47.7	39.3	33.7	----
26.	92.	64.			2.0	2.0	2.0		24	10	14	1		4	4	2	----	----	----	----		----	----	----
20.	97.	98.			5.6	4.0	3.5		64	98	79	2	11	19	38		48.8	39.9	34.6	----	44.9	40.2	33.5	
27.	97.	89.	4.						30	25	11		7	13	13		48.7	39.9	35.5		44.8	37.6	33.4	
39.	90.	64.	23.	12.	4.7	5.6	6.2	6.7	28	26	41	40	11	27	19	37	34.7	29.9	27.8	25.8	32.2	29.5	26.7	24.3
38.	ALL	ALL	22.		4.3	4.3	4.3	4.3	9	12	18	18		3	9	6	----	----	30.5	22.1		----	27.9	21.0
36.	ALL	82.	7.						28	36	27	7	1	9	15	5	----	32.5	28.6	----	----	31.3	25.6	----
31.	99.	87.	6.		4.7	5.2	5.1	5.8	340	161	108	12	36	72	69	20	58.0	41.9	38.0	28.6	49.6	38.9	35.2	28.7
33.	99.	91.	11.		4.3	5.3	4.5	3.7	161	116	100	6	5	24	57	9	----	37.5	34.2	28.9	----	33.1	30.6	28.0
34.	ALL	69.	16.	2.	5.3	6.7	5.3	5.7	130	70	69	23	16	20	58	41	40.4	35.0	30.6	25.1	37.7	32.6	27.7	21.8
24.					7.9	9.2	8.7	----	11	9	17	1	4	8	14		----	33.9	29.6	----	----	32.2	27.4	
20.																								
34.	ALL	71.	20.		6.5	5.6	7.5	----	20	17	23		5	4	17	1	----	----	29.7		----	----	28.9	----
27.					6.3	6.1	6.0	5.9	10	6	8	2	7	5	9	4	38.8	----	32.2	----	40.0	----	28.1	----
28.					5.0	5.0	5.0	----	8	6	7			3	7	5	----	----	28.5			----	27.4	----
34.	ALL	59.	7.		7.7	7.9	4.1		9	18	17		2	4	11		----	----	29.8		----	----	28.9	
34.	ALL	95.	5.		6.8	6.7	7.0		16	15	11	1	2	5	8		----	----	28.5	----	----	----	28.8	
26.	ALL	91.			7.6	9.6	7.0	6.3	55	26	28	6	4	9	33	13	----	46.5	38.7	34.6	----	44.3	37.7	34.5
30.	92.	92.							48	47	23	4	11	19	15	2	43.8	37.5	32.2	----	39.5	34.1	29.1	----
33.	ALL	97.	19.		4.3	4.3	6.3	----	23	31	28	3	4	7	20		----	40.1	33.2	----	----	38.1	32.0	
29.	ALL	98.	7.		3.3	4.4	5.9	----	160	137	58		17	53	52	2	61.2	45.6	39.5		56.0	42.5	35.0	----
23.	88.	73.	7.		4.0	2.8	4.8	----	12	10	8	1	4	5	6	1	----	----	26.9	----	----	----	26.0	----
31.		14.	20.	11.					5	7	8	2		7	2	7	----	38.8	----	----		35.6	----	----
23.	94.	79.	26.		4.7	4.6	5.7	----	16	17	14	4	2	2	5	2	----	----	----	----	----	----	----	----
30.	29.	20.							6	23	7	2	1	12	4	3	----	38.3	----	----	----	36.8	----	----
20.					----	0.0	----	----	1	5	4	1		1			----	----	----	----		----		
27.	96.	74.	7.		0.2	-0.1	0.3	0.0	194	109	48	2	15	33	42	2	63.7	48.9	37.0	----	59.9	45.0	34.3	----
29.	ALL	70.	20.		2.6	0.1	2.3	1.0	35	33	27		6	10	18	8	48.9	43.2	36.7		49.1	39.4	34.1	----
29.	ALL	94.	14.		-2.0	-2.0	----	----	7	8	4		2	8	3	1	----	35.0	----		----	36.1	----	----
17.									2	2	2	3	1	3	2	7	----	----	----	----	----	----	----	----
16.									1	7	2	3		2	1	5	----	----	----	----		----	----	----
17.										5		2		1		4		----		----		----		----
14.											3	2			2	9			----	----			----	----
28.		64.							3	8	5	8	1	3	6	5	----	----	----	----	----	----	----	----
30.	64.	40.	12.						10	19	10	2	1	6	7	1	----	37.6	34.1	----	----	35.1	31.8	----
23.	29.	33.			5.6	7.9	7.1	6.1	20	5	7	4	1	1	6	4	----	----	27.8	----	----	----	27.1	----
31.									2	2	5	1			4	1	----	----	----	----			----	----
22.	ALL	85.	16.		7.9	6.4	6.9		13	16	11		2	4	8		----	----	30.8		----	----	28.9	
20	96.	95.	55.		2.9	4.4	4.9	----	22	13	9		6	9	11	4	38.0	31.5	28.0		35.5	31.5	25.1	----
26.	90.	79.	2.		0.3	0.9	0.8	1.0	152	186	99	13	33	84	57	19	75.9	50.2	43.1	34.4	62.0	48.1	38.3	29.8
31.	17.								3	7	7	2	3	5	5	4	----	----	----	----	----	----	----	----
20.	ALL	95.			5.5	5.5	4.5		27	17	20			4	4		----	----	----			----	----	
18.	74.	41.	5.						27	58	73	7	12	36	64	14	49.6	37.4	31.3	25.2	41.9	34.5	27.5	24.6
23.	ALL	96.	10.		3.9	4.0	4.8	----	16	18	11	1	5	9	9	1	----	39.7	29.8	----	----	36.6	33.0	----
22.									6	4	9	4					----	----	----	----				
25.	99.	93.	24.		0.5	1.5	0.8	1.7	149	111	62	14	38	30	53	25	51.7	44.4	37.0	28.7	47.4	41.6	36.1	28.5
32.					0.0	0.0	0.0	0.0	24	18	23	7	12	27	9	8	42.8	37.8	33.8	29.0	40.4	37.5	30.9	28.2
27.	29.	41.			-0.0	-0.1	0.1	----	6	14	7	4	1	8	13	3	----	38.6	33.3	----	----	32.6	30.8	----
									44	54	46	19	6	14	22	18	38.7	32.9	26.5	19.7	36.8	30.6	26.4	21.4
26.	97.	85.	36.		0.2	0.6	0.3	0.9	23	38	28	6	13	15	14	8	49.8	41.8	33.0	30.2	47.6	42.1	32.1	29.6
31.									4	10	11	2		4	7		----	----	29.2	----		----	29.3	
24.	96.	81.	10.		3.6	4.3	3.9	8.6	50	25	17	1	6	17	24	1	46.2	38.3	31.9	----	43.0	37.8	30.7	----
23.	ALL	56.	3.		4.1	4.2	5.4	----	7	16	13	1	5	11	22	3	----	35.2	29.5	----	----	34.8	28.3	----
29.	98.	93.	41.		0.0	0.0	0.0	0.0	50	26	30	2	11	17	16	4	49.4	41.5	32.0	----	45.8	39.3	31.3	----
18.	57.	28.	25.		9.7	10.2	7.2	----	25	8	6	1	22	10	22	2	49.4	38.8	33.1	----	47.1	37.5	34.0	----
31.									4	12	8	8	1	5	7	2	----	----	32.9	----	----	----	31.5	----
28.	70.	17.	8.		0.0	0.0	0.0	0.5	8	8	12	6	2	4	12	8	----	----	32.4	26.9	----	----	31.5	28.2
24.	10.	17.	5.						70	66	87	26	59	57	81	33	44.0	39.7	34.5	30.8	42.9	38.9	33.4	29.0
31.									2	4	7	4	2	5	5	2	----	----	----	----	----	----	----	----

APPENDIX I NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
VIRGINIA (CONTD)																				
Paul D. Camp Comm. College		III		3	3		-----	35.1	31.4	-----	33.9		3	3		-----	45.8	41.2	-----	44.3
Piedmont Virginia Comm.Coll.		III	4	3	3	3	39.5	35.3	32.1	26.6	33.9	3	3	2	3	51.2	46.0	42.1	35.4	44.3
Presb.Sch. of Christian Educ		IIA	5				38.1	-----	-----		34.5	4				57.7	-----	-----		53.2
Prost.Ep.Theol.Sem. in Va.		IIA	5				32.8	-----	-----		29.2	2				69.7	-----	-----		63.4
Radford University		IIA	3	4	3	4	49.2	39.2	33.9	26.1	39.9	3	3	3	3	63.5	51.2	44.8	34.9	52.1
Randolph-Macon College		IIB	1	2	3		50.0	37.5	29.8	-----	38.4	2	2	3		61.2	47.2	37.7	--	48.0
Randolph-Macon Woman's Coll.		IIB	2	2	2		48.6	38.7	31.9	-----	38.6	2	2	2		61.6	48.5	39.8	-----	48.4
Rappahannock Community Coll.		III		2	3		-----	39.1	32.0	-----	34.5		2	3		-----	50.7	41.9	-----	45.0
Roanoke College		IIB	2	2	2		47.6	37.7	31.3		38.3	2	2	2		59.9	49.2	39.5		48.9
Shenandoah University		IIB	4	4	4		38.3	31.2	27.5	-----	31.5	4	5	5		44.2	35.8	31.6	-----	36.2
Southside Virginia Comm.Coll		III		4	3	3	-----	33.1	31.6	26.1	31.2		4	3	3	-----	43.3	41.5	34.7	40.9
Southwest Virginia Comm.Coll		III	3	2	2	2	41.8	38.2	34.4	28.8	34.5	3	2	2	2	54.0	49.6	44.9	38.1	45.1
Sweet Briar College		IIB	1	2	2		49.5	39.5	33.2	-----	42.4	1	2	2		62.0	47.6	40.1	-----	52.2
Thomas Nelson Comm. College		III	3	3	3	3	42.9	37.0	32.3	27.1	35.5	3	3	3	2	55.1	47.9	41.3	37.2	45.9
Tidewater Community College	144	III	4	4	3	2	38.3	34.8	30.5	27.8	33.5	4	3	3	2	50.8	45.8	40.5	37.3	44.4
University of Richmond		IIA	1*	1*	1		65.4	51.3	40.5		53.7	1*	1*	1		81.3	64.3	49.6		66.7
University of Virginia		I	2	3	3	3	70.7	47.4	39.2	28.3	55.8	2	2	2	3	86.8	60.3	50.3	36.1	69.7
U. Va.,Clinch Valley Coll.of		IIB	3	3	2		42.7	34.5	31.5	-----	35.4	3	3	2		53.3	43.5	40.0	-----	44.6
Virginia Commonwealth Univ.		I	4	2	3	2	59.9	48.4	39.0	32.5	48.1	3	2	2	2	76.5	61.8	49.8	41.4	61.3
Virginia Highlands Comm.Coll		III		3	3	3	-----	35.5	31.0	26.2	33.9		3	3	3	-----	46.3	40.7	34.9	44.3
Virginia Intermont College		IIB	5	5	5		32.0	29.8	25.6	-----	28.1	5	4	5		39.8	37.1	31.9	-----	35.0
Virginia Military Institute		IIB	1	1	1		53.3	44.1	37.3	-----	46.3	1	1	1*		66.8	56.0	47.9	-----	58.5
Virginia Poly.Inst.&St.Univ.		I	3	3	3	4	64.9	45.9	38.1	26.3	51.1	3	3	3	4	78.9	56.9	47.7	33.5	62.8
Virginia State University		IIA	4	3	2	2	45.2	40.2	36.6	30.0	39.0	4	3	2	2	58.1	51.9	47.6	39.5	50.5
Virginia Union University		IIB	3	4	4	4	43.9	32.9	26.8	22.8	29.6	3	4	5	5	51.4	38.5	30.4	27.0	34.3
Virginia Wesleyan College		IIB	2	2	2	1	48.3	38.7	31.4	30.3	39.4	2	2	2	1	58.3	47.4	39.3	37.4	48.2
Virginia Western Comm. Coll.		III	3	2	2		42.1	38.9	33.9	-----	37.0	3	2	2		54.4	50.4	44.4	-----	48.1
Washington & Lee University	172	IIB	1*	1	1*		62.8	44.4	38.4		54.5	1	1	1		77.2	53.5	47.0		66.8
Wytheville Community College		III	3	3	4	3	42.3	35.6	29.6	26.9	34.1	3	3	3	3	54.7	46.4	39.0	35.7	44.5
WASHINGTON																				
Central Washington Univ.		IIA	4	4	4		47.0	38.2	31.9		42.4	3	4	4		58.7	48.1	40.3		53.1
City University		IIB									28.1									33.3
Cornish Coll.of the Arts		IIB									20.2									25.0
Eastern Washington Univ.	3	IIA	5	5	4	5	43.4	35.9	32.0	18.8	38.2	4	4	5	5	54.6	45.5	38.4	25.2	47.7
Evergreen State College		IIB									40.5									50.8
Gonzaga University		IIA	2	4	3	4	55.6	38.8	33.2	25.2	38.8	2	4	3	4	68.0	48.4	41.9	31.7	48.3
Heritage College		IIA					-----	-----	-----	-----	30.4					-----	-----	-----	-----	35.4
Lutheran Bible Inst.Seattle		IIB									28.5									36.4
Nrthwstn Coll.Assemblies God	23	IIB		5	5		-----	29.8	26.2	-----	29.1		4	4		-----	37.6	32.9	-----	36.2
Pacific Lutheran University	3	IIA	4	4	4		45.1	36.7	32.3		38.3	4	4	4		56.6	45.8	40.1		47.8
Peninsula College		III	4	3	3	3	40.0	37.0	31.9	27.3	32.6	3	3	3	3	51.2	46.5	41.0	35.3	41.7
Saint Martin's College		IIB	5	5	4		32.3	29.8	27.1	-----	28.8	5	5	5		36.9	35.4	31.8	-----	34.0
Seattle Pacific University		IIA	4	4	4		43.5	36.5	31.3	-----	36.6	5	5	4		53.7	45.3	39.8	-----	45.6
Seattle University		IIA	2	2	2	1	51.7	42.2	38.0	31.9	41.7	3	3	2	2	63.4	51.7	45.8	37.2	50.7
University of Puget Sound		IIA	2	3	3		56.2	42.0	34.5		46.8	2	2	3		70.8	54.3	43.7		59.4
University of Washington		I	3	3	3		64.2	45.2	39.5	-----	52.1	3	3	3		78.7	56.2	48.8	-----	64.1
Washington State University	173	I	4	4	4	4	55.6	42.0	37.2	26.9	44.1	4	4	4	4	68.5	52.4	45.9	34.1	54.6
Western Washington Univ.		IIA	3	3	2	2	50.7	41.4	36.5	28.6	43.4	3	3	2	3	63.1	51.9	45.5	36.2	54.1
Whitman College		IIB	1	1	1		55.7	44.4	35.1	-----	45.2	1	1	1		68.4	55.2	42.6	-----	55.7
Whitworth College		IIB	3	4	4		40.3	33.3	27.6	-----	33.7	3	4	4		49.2	40.6	33.8	-----	41.2
WEST VIRGINIA																				
Alderson Broaddus College		IIB	4	5	5	4	37.6	29.2	25.4	23.4	28.1	4	5	4	4	46.6	36.6	32.1	29.5	35.2
Bethany College		IIB	4	4	4		37.3	32.5	26.4	-----	31.2	4	3	4		47.3	41.9	32.2	-----	39.1
Bluefield State College		IIB	3	5	5	5	39.5	30.2	25.5	20.8	28.6	4	4	4	5	48.6	38.4	32.5	25.3	35.8
Concord College		IIB	4	4	5	5	38.4	32.6	26.1	22.2	31.6	4	4	4	4	47.1	40.5	33.0	28.6	39.4
Davis and Elkins College		IIB	5	5	5	5	33.6	29.2	25.4	21.8	26.8	4	4	4	4	44.1	38.6	32.4	28.4	35.0
Fairmont State College		IIB	3	3	3	3	41.2	34.7	29.8	25.6	34.2	3	3	3	2	50.6	43.1	37.6	32.7	42.5
Glenville State College		IIB	4	4	5	4	37.8	31.1	25.3	22.5	28.1	4	4	5	4	46.3	38.8	31.8	29.1	35.2
Marshall University		IIA	4	4	5	5	44.9	36.7	28.9	21.4	36.5	4	5	5	5	54.8	45.4	36.4	27.9	45.2
Ohio Valley College		III					-----	-----	-----	-----	23.9					-----	-----	-----	-----	28.9
Potomac State Coll.of W.Va.U		III	4	5	5		38.4	30.8	23.2	-----	29.7	4	5	5		48.1	38.6	29.1	-----	37.2
Salem-Teikyo University		IIB		5	4	5	-----	29.5	26.8	19.7	25.9		5	5	5	-----	35.1	31.5	22.4	30.3
Shepherd College		IIB	3	4	3	3	39.8	33.2	28.9	26.0	32.0	3	4	3	3	49.2	40.5	36.1	32.5	39.5
Southern W.Va. Comm. College	133	III	4	5	5	5	39.8	31.5	24.3	19.9	26.5	4	5	5	5	49.7	39.0	31.1	24.9	33.2
University of Charleston		IIB	4	4	3	2	36.6	31.1	30.5	27.2	30.8	4	4	4	3	44.8	38.0	35.6	31.5	36.6
Univ.of W.Va.Coll.Grad.Stud.		IIA	3	3	5		49.0	41.9	29.8	-----	41.9	3	3	5		59.3	50.7	36.7	-----	50.9
West Liberty State College		IIB	4	4	5		39.4	31.5	22.3	-----	32.5	4	4	5		48.3	38.7	27.6	-----	39.9
West Virginia Inst. of Tech.		IIB	4	4	4	3	38.4	32.3	26	25.5	32.4	4	4	4	2	47.3	39.6	33.6	32.8	40.3

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
31.									3	7	5	2		3	3	1	----	----	----	----		----	----	----
31.									8	8	7	3	4	5	12	4	----	----	32.7	----	----	----	31.8	----
54.	ALL								4		1		2	2	2		----		----		----	----	----	
%117.	89.				3.6	----	----		8	5	1		1		2		----	----	----		----		----	
31.	92.	73.	18.		0.0	0.0	0.0	0.0	102	69	68	8	32	41	46	27	50.1	39.5	34.7	27.8	46.3	38.6	32.8	25.6
25.	ALL	86.			4.3	4.8	5.1	----	21	21	14	2	1	8	8	2	----	38.4	29.9	----	----	35.2	29.7	----
25.	ALL	89.	25.		6.0	5.8	6.5	----	10	17	10	2	6	10	10	1	49.2	38.6	31.9	----	47.6	38.8	31.8	----
31.									1	6	7	1		3	4	2	----	----	----	----		----	----	----
28.	96.	97.	14.		5.3	4.9	5.9		19	26	14		5	12	15		----	38.3	31.4		----	36.5	31.2	
15.	72.	11.							16	16	11	3	2	12	13	2	----	31.6	27.8	----	----	30.7	27.2	----
31.									2	5	13	5		9	10	4	----	----	30.7	----		----	32.8	----
31.	13.	22.	4.						6	19	15	12	2	4	8	10	----	----	34.7	30.6	----	----	33.6	26.7
23.	ALL	90.	23.		4.9	5.6	7.4	----	18	10	2	1	10	10	11	1	50.0	39.4	----	----	48.7	39.7	----	----
29.	36.	10.	5.		0.2	1.0	1.7	2.2	14	20	17	3	8	10	21	7	43.1	37.5	33.7	----	42.6	36.0	31.1	----
32.					0.0	0.0	0.0	0.0	31	56	30	17	21	44	36	15	38.5	34.5	31.6	28.6	37.8	35.1	29.6	27.0
24.	98.	88.	17.		5.7	6.3	6.8		79	45	38		8	13	28		65.8	51.7	40.1		61.6	50.2	41.0	
25.	95.	88.	1.		0.6	0.7	0.8	2.2	408	227	113	5	32	56	74	11	70.7	48.2	40.8	----	70.3	44.1	36.6	----
26.	94.	77.	25.		-1.1	-1.1	-1.1	----	15	11	13	3	2	2	3	1	----	----	----	----	----	----	----	----
28.	99.	92.	12.	2.	0.3	0.5	0.4	0.2	179	232	114	13	25	93	96	28	60.3	49.5	40.7	33.9	57.1	45.7	37.1	31.8
31.		9.							2	23	4	1	3	11	7	5	----	36.7	----	----	----	33.1	----	----
25.	50.	73.							6	9	6			6	9	2	----	30.6	25.5			28.5	25.7	----
26.	ALL	89.	5.		-0.2	3.4	3.1	----	43	18	17	2	1	1	5		----	----	----	----	----	----	----	
23.	99.	93.	5.	7.	0.1	0.3	-0.1	-0.4	556	449	209	29	27	86	74	38	65.3	46.3	39.1	30.4	58.2	43.7	35.4	23.3
30.	93.	58.	33.						47	33	37	10	11	10	27	19	45.2	40.5	38.1	30.5	44.9	39.0	34.7	29.8
16.	73.	44.	6.		5.0	5.0	5.0	5.0	9	11	21	10	2	5	13	7	----	----	27.9	24.1	----	----	25.1	21.0
22.	88.	45.							21	9	8	2	4	2	11	5	----	----	31.5	----	----	----	31.3	----
30.	31.	37.	18.						12	23	16	2	4	12	23	2	----	38.8	35.3	----	----	39.0	33.0	----
23.	ALL	ALL			5.7	6.4	7.4		81	19	15		1	5	12		----	----	40.0		----	----	36.3	
31.	63.	26.	10.						5	11	6	4	3	12	4	4	----	36.7	----	----	----	34.6	----	----
25.	98.	73.	8.		6.5	7.7	8.0		157	45	33		15	19	17		47.3	38.7	32.4		43.4	37.2	31.0	
18.																								
23.																								
25.	99.	62.	9.		4.7	5.3	5.5	0.6	164	55	35	4	21	24	43	12	43.7	37.0	33.0	----	41.1	33.5	31.1	----
26.																								
25.	89.	63.	12.	29.					44	58	47	10	1	23	39	11	----	39.5	36.0	24.9	----	36.9	29.9	25.6
16.									2	1	2	1	2	1	2	2	----	----	----	----	----	----	----	----
28.																								
25.		70.	25.		----	6.5	5.0	----	5	9	5	1		1	3	1	----	----	----	----		----	----	----
25.	97.	86.	14.		0.1	0.2	0.7		69	55	26		7	29	39		45.5	37.5	34.0		41.7	35.2	31.1	
28.	ALL	89.	71.	33.	3.9	3.9	3.9	3.9	7	6	10	12		3	7	3	----	----	33.4	----		----	29.8	----
18.	ALL	93.	56.		5.1	4.9	5.3		6	11	11	1		3	7		----	----	28.1	----		----	25.5	
25.	93.	72.	13.		0.0	0.7	1.0	----	37	36	16	1	7	14	23	4	44.1	37.1	31.9	----	40.3	34.9	31.0	----
22.	92.	88.	14.						28	43	31	6	10	24	35	5	51.0	42.8	40.0	----	53.9	41.1	36.2	----
27.	95.	70.			9.8	11.2	10.7		68	33	25		15	10	22		57.0	42.5	35.5		52.5	40.4	33.3	
23.	96.	88.	3.		7.0	7.4	7.5	----	780	374	189	1	104	117	152	3	65.1	45.7	41.1	----	57.7	43.3	37.5	----
24.	98.	86.	3.		6.8	6.4	6.1	4.1	314	225	180	19	20	51	112	41	55.8	42.5	38.7	29.3	51.3	40.1	34.6	25.8
25.	98.	92.	3.		6.9	7.4	6.6	----	145	115	36	4	17	31	33	2	50.8	42.0	37.0	----	49.7	38.9	36.0	----
23.	98.	97.	23.		5.2	8.0	6.5	5.8	35	24	20	4	5	6	6	1	----	45.1	35.1	----	----	41.7	35.0	----
22.	95.	68.	33.		0.0	0.0	0.0	----	19	22	12		3	6	6	2	----	33.0	28.6		----	34.3	25.5	----
25.	ALL	50.	17.		9.7	9.9	9.2	----	8	8	12	6	2	8	11	5	----	28.6	26.4	----	----	29.8	24.3	----
25.	95.	ALL	18.		7.8	6.7	6.7	----	19	6	12	2	2	1	10	3	----	----	25.8	----	----	----	27.1	----
25.	ALL	54.	44.		0.5	6.7	7.0	11.0	19	9	19	5	4	4	17	15	----	----	26.1	----	----	----	24.9	----
25.	ALL	72.	7.						29	11	21	5	4	7	7	4	----	33.0	26.4	----	----	32.0	25.0	----
30.	86.	89.	45.		0.0	0.0	0.0	0.0	11	7	4	12	3	2	7	7	----	----	----	22.9	----	----	----	19.9
24.	96.	93.	53.						43	27	27	14	13	15	20	11	41.4	35.3	30.9	26.5	40.7	33.6	28.4	24.5
25.	ALL	71.	34.		0.6	0.3	0.6	0.0	8	15	15	7	5	2	14	6	----	----	25.0	22.5	----	----	25.6	22.5
24.	97.	79.	21.	5.	0.2	1.2	2.4	1.9	113	72	62	1	23	38	51	19	45.3	36.7	29.4	----	42.7	36.6	28.2	----
21.									3	4	3	1		1		1	----	----	----	----		----		----
26.	ALL	ALL	25.		1.4	1.3	1.0	----	11	10	8	1		2	4	2	----	----	----	----		----	----	----
17.		67.	17.		----	4.0	7.1	5.4	5	9	5	7		3	7	10	----	----	----	18.5		----	----	20.5
23.	96.	86.	55.	14.	0.3	0.7	1.3	3.1	25	18	19	4	1	11	14	3	----	33.2	29.6	----	----	33.2	28.0	----
26.	ALL	ALL	56.						5	6	10	7	3	3	6	11	----	----	24.6	20.0	----	----	23.9	19.8
19.	70.	15.	4.						6	3	13	4	4	10	11	11	----	----	30.8	----	----	----	30.0	----
22.	93.	80.			0.5	0.0	3.8	----	23	9	6	3	4	6	3	1	----	44.1	----	----	----	38.6	----	----
23.	89.	85.	13.		2.4	2.2	3.9	1.8	37	37	6	3	8	25	9	1	39.9	32.4	20.9	----	37.5	30.1	23.3	----
24.	98.	87.	31.		0.0	2.1	0.3	0.0	46	28	21	10	6	11	14	3	38.7	33.0	26.7	----	35.4	30.7	25.9	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
WEST VIRGINIA (CONTD)																				
West Virginia State College		IIB	4	4	5	5	37.1	31.6	24.9	20.9	28.0	4	4	5	4	46.0	39.7	31.9	27.4	35.5
West Virginia University		I	5	5	5	5	50.8	40.7	34.0	24.8	41.4	5	5	5	5	60.9	49.2	41.4	30.3	49.9
W. Va. Univ. at Pakersburg		III	5	5	5	5	36.5	28.8	26.6	20.5	30.0	5	5	5	5	44.5	35.8	33.3	26.3	37.1
West Virginia Wesleyan Coll.		IIB	4	3	2		38.9	35.3	31.3	-----	35.6	3	3	2		49.9	44.8	39.7	-----	45.3
Wheeling Jesuit College		IIB	4	4	5	1	37.2	31.6	26.0	29.0	30.1	4	4	4	2	43.7	37.4	32.1	34.4	36.1
WISCONSIN																				
Alverno College	32	IIB	3	4	5	4	39.5	33.4	26.3	22.8	28.4	4	4	5	5	46.7	38.7	30.8	26.4	33.1
Beloit College	39	IIB	2	3	3		46.5	36.1	29.5	-----	39.1	2	3	4		57.9	45.3	35.6	-----	48.3
Cardinal Stritch College		IIB	3	3	4	3	39.9	36.3	28.1	24.9	32.2	4	3	4	4	46.9	41.9	32.5	28.8	37.5
Carroll College		IIB	3	2	2		42.3	37.4	32.6		37.4	3	2	3		53.4	47.0	38.1		46.1
Carthage College		IIB	3	3	3		40.3	35.3	29.2	-----	35.2	3	3	4		49.0	44.5	34.6	-----	43.0
Concordia Univ., Wisconsin		IIB	5	5	5		31.1	28.3	25.7		26.7	5	5	4		38.6	36.7	33.4		34.4
Edgewood College		IIB	4	4	4		35.2	31.9	27.2	-----	32.2	5	4	5		41.2	38.0	31.9	-----	37.9
Lakeland College		I	4	4	3		37.1	32.6	29.4	-----	30.3	4	4	4		46.3	39.2	35.4	-----	36.8
Lawrence University		IIb	1	1	2		54.1	41.7	33.4	-----	43.5	1	1	2		67.4	51.9	40.4	-----	53.7
Marquette University	13	I	2	2	2		65.6	49.1	40.8		49.2	2	2	2		81.8	63.0	51.5		62.3
Milwaukee School of Engrg.		IIB	3	2	1		44.0	36.8	33.5		40.3	3	3	2		54.0	44.2	40.2		49.1
Mount Mary College		IIB	4	4	4	5	38.1	31.0	26.8	22.1	29.7	4	5	5	5	45.5	36.2	30.1	25.0	34.4
Northland College		IIB	5	5	5		34.1	28.6	23.5	-----	29.5	4	5	5		43.2	35.6	30.2	-----	37.4
Ripon College		IIB	2	3	3		47.0	35.7	29.9	-----	38.7	2	3	3		57.8	43.2	36.8	-----	47.4
St. Norbert College		IIB	1	1	2	1	51.2	41.4	33.4	29.8	39.1	1	1	1	1	68.2	55.2	44.3	38.4	51.9
Univ. Wisconsin-Madison		I	3	3	2	3	61.6	44.9	39.9	28.7	52.2	3	3	2	3	76.5	57.2	51.2	38.0	65.6
Univ. Wisconsin-Milwaukee		I	4	4	3	2	56.6	42.7	39.5	32.7	45.7	4	4	2	2	70.9	54.6	50.7	42.7	58.1
Univ. Wisconsin-Eau Claire		IIA	4	4	3	3	45.5	37.0	34.1	27.9	39.2	4	4	3	2	58.1	47.9	44.4	37.0	50.5
Univ. Wisconsin-Green Bay		IIA	4	4	3		46.4	39.1	33.9	-----	39.8	3	3	3		59.1	50.4	44.1	-----	51.1
Univ. Wisconsin-La Crosse		IIA	3	3	3	1	48.2	39.9	35.5	33.0	40.6	3	3	2	1	61.1	51.3	46.0	43.1	52.1
Univ. Wisconsin-Oshkosh		IIA	3	3	3	3	50.0	41.4	35.4	28.5	41.2	3	2	2	2	63.4	53.1	46.0	37.6	52.8
Univ. Wisconsin-Parkside		IIA	3	4	2		50.6	38.5	37.9		39.8	3	3	2		63.9	49.6	48.9		51.2
Univ. Wisconsin-Platteville		IIA	3	4	3		47.7	38.3	33.6	-----	40.2	3	3	3		60.6	49.4	43.8	-----	51.6
Univ. Wisconsin-River Falls		IIA	4	5	4		43.8	36.2	32.2	-----	38.1	4	4	3		55.9	46.9	42.1	-----	49.2
Univ. Wisconsin-Stevens Pnt.		IIA	3	4	5	3	47.3	38.3	30.7	27.4	39.0	3	3	4	3	60.2	49.4	40.4	36.4	50.3
Univ. Wisconsin-Stout		IIA	4	4	5	2	46.0	36.8	30.9	29.9	37.4	3	4	4	2	58.6	47.6	40.6	39.4	48.3
Univ. Wisconsin-Superior		IIA	4	3	4	4	46.8	39.6	32.9	26.2	39.4	3	3	3	3	59.6	51.0	43.0	35.0	50.7
Univ. Wisconsin-Whitewater		IIA	3	3	3	2	48.4	40.8	35.0	30.3	40.0	3	3	2	2	61.4	52.4	45.5	39.8	51.4
Univ. Wisconsin-Centers		III	3	3	4	3	43.7	36.4	29.7	26.0	35.5	3	3	3	3	55.9	47.2	39.2	34.7	46.1
Viterbo College		IIB	3	3	3	3	42.5	35.1	30.0	25.0	32.9	3	3	3	3	54.3	42.7	36.0	31.1	40.1
WYOMING																				
University of Wyoming		I	5	4	4		53.4	41.8	37.1	-----	43.9	5	4	4		65.0	51.6	45.9	-----	53.9
PUERTO RICO																				
Bayamon Tech. Univ. College		IIB	5	5	5	5	26.7	21.3	17.3	13.7	18.3	5	5	5	5	33.3	26.9	22.1	17.2	23.1
UPR-Ponce Tech. Univ. Coll.		III	5	5	5	5	24.4	20.2	16.9	14.9	17.7	5	5	5	5	32.0	25.8	21.5	18.8	22.6
Univ. P.R. Humacao U. Coll.		IIB	5	5	5	5	33.2	25.7	20.5	16.9	23.1	5	5	5	5	42.2	33.0	26.7	21.2	29.7

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY MEN				WOMEN				AVERAGE SALARY BY RANK AND BY SEX MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
27.	ALL	86.	37.	21.					13	26	25	9	7	11	26	10	37.3	31.0	26.0	21.0	36.6	32.9	23.7	20.9
21.	97.	87.	13.		0.0	0.0	0.0	0.0	309	175	165	3	27	62	108	23	51.2	41.1	35.6	----	45.7	39.4	31.6	----
24.	ALL	93.	68.						21	5	13	3	6	9	6	7	36.8	----	27.6	----	35.4	----	24.6	----
27.	91.	69.	18.		8.1	7.1	8.0	----	23	19	8	3	9	7	9		40.0	36.0	31.5	----	36.1	33.3	31.1	
20.	ALL	84.	23.		8.6	8.9	12.4	13.4	9	13	11	7	1	6	11	1	----	32.7	26.6	----	----	29.3	25.5	----
17.	ALL	ALL	31.		6.0	6.0	8.9	9.1	2	9	14	3	7	14	35	17	----	33.1	25.9	----	----	33.5	26.4	----
24.	ALL	ALL			4.7	5.0	5.3		38	11	13	1		3	11		----	----	29.6	----		----	29.4	
16.	85.	73.	47.						5	3	5	2	8	8	12	8	----	----	----	----	----	----	----	----
23.	ALL	92.	32.		4.2	4.1	4.2		26	19	20		5	6	11		----	38.5	35.9		----	33.7	26.7	
22.					6.0	6.0	6.0	----	28	13	11		3	5	12	2	----	----	29.1		----	----	29.3	----
29.					4.6	12.2	7.3		11	12	16		1	2	8		----	----	26.3		----	----	24.6	
18.	ALL	68.			8.2	10.4	----	----	10	8	4	3	11	11	2	1	36.2	31.3	----	----	34.3	32.3	----	----
21.	ALL	ALL	6.		9.3	8.8	8.4	----	6	7	9			1	7	3	----	----	29.2			----	29.5	----
23.	98.	97.			4.4	5.9	6.0	5.4	39	31	14	1	3	3	11	4	----	----	32.8	----	----	----	34.2	----
27.	99.	98.	4.		7.2	6.1	6.1		93	163	112		2	51	71		----	50.0	41.7		----	46.1	39.2	
22.					6.5	7.2	7.7		55	20	14		4	5	5		----	----	----		----	----	----	
16.	ALL	72.			7.1	7.1	9.0	8.2	4	3	2		5	15	16	6	----	----	----		----	----	----	----
27.	ALL	60.	40.		9.0	7.7	9.0		16	7	8	1	3	3	2	1	----	----	----	----	----	----	----	----
22.	93.	55.	21.		3.4	6.0	9.6		27	14	13		2	6	6	1	----	36.2	30.4		----	34.5	28.8	----
33.	ALL	96.	44.	33.	5.5	5.1	6.3	5.6	16	40	31	2		5	12	4	----	----	33.8	----		----	32.5	----
26.	99.	92.	1.	3.	1.2	2.0	1.9	3.8	800	191	240	12	100	79	164	17	62.5	45.9	41.9	29.4	53.7	42.6	36.9	28.2
27.	ALL	99.	2.		1.1	1.8	1.9	----	232	202	124	2	27	92	97	5	57.1	43.1	40.7	----	52.7	41.8	38.0	----
29.	98.	91.	23.	13.	1.0	1.3	1.4	1.1	147	100	68	7	17	33	47	8	45.9	37.4	34.8	27.7	42.8	36.1	33.2	28.2
29.	98.	ALL			1.0	1.2	1.0	----	49	45	16		6	8	12	1	46.8	39.2	34.0		43.3	38.8	33.6	----
26.	99.	83.	34.	78.	1.0	1.6	1.7	1.4	110	84	62	4	17	17	34	5	48.5	40.7	36.5	----	46.1	36.3	33.7	----
28.	99.	87.	31.	25.	1.0	1.4	1.4	1.1	108	72	87	3	12	25	58	5	50.1	41.6	36.5	----	49.7	40.9	33.8	----
28.	ALL	97.			1.0	1.7	1.3		42	48	19		4	11	17		----	38.6	39.4		----	38.1	36.2	
29.	98.	76.	21.		1.0	1.2	1.7	----	85	52	39	2	6	14	19	2	47.8	39.0	34.5	----	46.0	35.9	31.8	----
29.	98.	76.	28.		1.0	1.7	1.7	----	93	36	38	1	18	18	26	3	44.1	36.6	32.8	----	42.0	35.5	31.4	----
29.	99.	90.	16.	50.	1.2	1.6	2.2	1.9	127	88	56	6	14	19	38	2	47.5	38.1	31.2	----	45.9	39.1	30.1	----
29.	99.	72.	38.	73.	1.1	1.9	2.5	3.0	91	58	43	8	27	14	21	3	46.6	37.1	31.0	----	43.9	35.6	30.7	----
29.	ALL	86.	11.		0.9	1.1	1.9	1.1	32	16	16	5	5	6	3	5	----	40.4	----	----	----	37.6	----	----
29.	99.	88.	35.	30.	1.0	1.5	2.6	3.6	108	67	85	4	28	15	41	6	49.0	41.3	35.4	----	45.7	38.7	34.2	----
30.	ALL	ALL	47.	9.	1.0	1.1	1.2	1.0	49	140	64	3	8	33	27	8	44.2	36.8	30.4	----	40.5	34.6	28.1	----
22.	ALL	67.	50.		8.2	10.3	8.3	8.2	7	13	11	1	1	11	19	5	----	34.7	29.5	----	----	35.6	30.3	----
23.	98.	88.	5.		5.4	5.8	6.2	----	235	126	125	4	23	27	59		53.8	41.9	38.3	----	49.3	41.8	34.5	
26.	ALL	98.	88.	28.					11	26	26	24	7	24	32	30	27.7	22.2	17.9	14.2	25.3	20.3	16.8	13.2
28.	ALL	ALL	93.	41.					2	10	14	15	4	19	14	17	----	20.7	17.2	14.6	----	19.9	16.5	15.1
28.	ALL	99.	81.	13.	1.4	1.3	0.4	0.3	15	34	28	12	8	36	35	27	34.0	25.6	20.8	16.6	31.7	25.7	20.3	17.0

APPENDIX II NAME OF INSTITUTION	NOTES	(1) INSTCATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BEN AS% SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC MEN	 WOMEN	(10) AVERAGE SALARY BY SEX MEN	 WOMEN
ALABAMA													
Bishop State Community Coll.		IV	3	29.1	4	35.0	20.	84.	0.7	22	27	30.4	28.0
Faulkner State Comm.College	66	IV	2	32.6	3	38.9	19.	74.		19	27	33.4	32.0
Gadsden State Community Coll	73	IV	3	31.3	3	38.0	21.	54.		87	74	32.9	29.5
Jefferson State Comm. Coll.		IV	2	33.8	2	40.3	19.	86.		65	75	35.6	32.3
John C.Calhoun St.Comm.Coll.		IV	2	32.9	3	39.5	20.	89.	1.4	66	76	34.0	32.0
Lurleen B.Wallace St.Jr.Coll		IV	3	30.9	3	37.0	20.	92.	1.0	17	7	31.9	28.6
Snead State Junior College	3	IV	2	34.1	2	40.6	19.		7.3	15	16	35.8	32.5
Wallace St.Comm.Coll.-Selma		IV	2	32.7	3	39.0	19.	92.	1.4	27	21	35.0	29.8
ARIZONA													
Arizona Western College		IV	2	34.2	2	41.4	21.		1.4	48	33	35.5	32.2
Central Arizona College		IV	1	40.9	2	48.0	17.			66	27	40.6	41.6
Cochise College		IV	2	35.2	2	42.6	21.			62	33	36.5	32.9
Eastern Arizona College	13	IV	2	36.5	2	44.4	22.	73.		50	13	37.1	34.1
Maricopa Comm.Coll.District	98	IV	1	47.8	1	56.9	19.	48.	5.0	490	463	49.9	45.6
Mohave Community College		IV	2	33.7	3	39.9	18.			27	16	34.4	32.6
Yavapai College	183	IV	2	39.3	2	45.3	15.		6.0	52	24	41.0	35.7
ARKANSAS													
East Arkansas Comm. College		IV	4	28.2	4	35.3	25.			14	22	29.5	27.4
Garland County Comm. College		IV	3	30.9	3	37.8	22.			19	24	32.0	30.1
Miss. County Comm. College		IV	5	26.1	4	33.9	30.			15	22	25.9	26.2
North Arkansas Comm. College	111	IV	3	29.0	3	36.1	25.		8.2	18	25	30.6	27.8
Phillips Co. Comm. College		IV	4	26.8	4	33.7	26.			18	40	29.2	25.7
Rich Mountain Community Coll		IV	4	28.4	4	35.3	24.			8	10	29.6	27.5
Southern Ark.Univ.-El Dorado		IV	4	26.9	4	33.3	24.	41.	9.7	7	15	31.4	24.8
Westark Community College	3	IV	3	29.7	3	37.7	27.	56.		63	51	30.6	28.7
CALIFORNIA													
Allan Hancock College	28	IV	1	45.4	1	54.8	21.			114		---	
Barstow College	28	IV	1	48.6	1	58.6	21.			28		---	
Cabrillo College		IV	1	42.9	1	51.8	21.	86.		102	98	47.6	38.0
Cerritos College	28	IV	1*	53.2	1*	64.1	20.			250		---	
Chabot College	28	IV	1	46.5	1	56.1	21.			269		---	
College of the Siskiyous		IV	2	33.9	2	43.1	27.	91.	7.0	39	14	34.8	31.4
Columbia College	28	IV	1	46.5	1	56.0	21.			45		---	
Compton Community College	FN	IV	1	42.5	1	51.3	21.			81		---	
Contra Costa Comm.Coll.Dist.	28	IV	1*	53.6	1*	64.6	20.			96		---	
Foothill-De Anza Comm.Coll.D	28	IV	1*	52.3	1*	62.9	20.			534		---	
Gavilan College	28	IV	1*	50.8	1*	61.2	20.			72		---	
Glendale Community College	28	IV	1	48.9	1	58.9	21.			187		---	
Grossmont/Cuyamaca CC Dist.	28	IV	1	47.0	1	56.7	21.			197		---	
Hartnell College	28	IV	1	44.3	1	53.4	21.			84		---	
Imperial Valley College	28	IV	1	43.0	1	52.0	21.			91		---	
Kern Community College Dist.	28	IV	1	44.8	1	54.1	21.			300		---	
Los Angeles Comm.Coll.Dist.	28	IV	1	46.9	1	56.5	21.			%1708		---	
Los Rios Comm. Coll.District	28	IV	1	46.3	1	55.9	21.			666		---	
Merced College	28	IV	1	48.0	1	57.8	21.			140		---	
Mira Costa College	28	IV	1	49.1	1	59.2	21.			97		---	
Modesto Junior College	28	IV	1*	50.2	1*	60.5	20.			201		---	
Mt. San Antonio College	28	IV	1*	49.4	1	59.5	21.			302		---	
Palo Verde College	28	IV	2	34.6	2	41.9	21.			17		---	
Palomar College		IV	1*	49.5	1*	59.7	21.			258		---	
Pasadena City College	28	IV	1	47.0	1	57.3	22.			341		---	
Peralta Community Colleges	28	IV	1	41.9	1	50.7	21.			366		---	
Rancho Santiago Comm.College	123	IV	1	45.9	1	56.9	24.	83.		153	127	47.4	44.1
Redwoods, College of the	28	IV	1	44.5	1	53.7	21.			109		---	
Riverside Community College	28	IV	1	47.8	1	57.7	21.			212		---	
Saddleback Comm. Coll. Dist.	28	IV	1*	56.1	1*	67.6	20.			213		---	
San Bernardino Valley Coll.	28	IV	1	49.0	1	59.1	21.			207		---	
San Diego Comm. Coll. Dist.	28	IV	1	45.1	1	54.4	21.			762		---	
San Francisco Comm.Coll.Dist	28	IV	1	46.3	1	55.9	21.			719		---	
San Joaquin Delta College		IV	1*	54.8	1*	68.0	24.	35.	2.5	130	81	56.3	52.6
San Jose/Evrgrn Comm.Coll.	28	IV	1	48.8	1	58.8	21.			229		---	
San Mateo Comm.Co.Coll.Dist.	28	IV	1*	50.7	1*	61.1	20.			387		---	
Santa Barbara City College	28	IV	1	46.5	1	56.0	21.			202		---	
Santa Monica College	28	IV	1*	54.2	1*	65.3	20.			239		---	
Santa Rosa Junior College	28	IV	1*	49.4	1	59.6	21.			263		---	
Sierra Community College	28	IV	1	45.9	1	55.3	21.			135		---	

APPENDIX II NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BEN AS% SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC MEN	 WOMEN	(10) AVERAGE SALARY BY SEX MEN	 WOMEN
C A L I F O R N I A (CONTD)													
Southwestern College	28	IV	1*	49.2	1	59.3	21.			201		---	
Taft College	28	IV	1*	54.8	1*	66.0	20.			21		---	
Ventura Co. Comm. Coll.Dist.	28	IV	1*	51.7	1*	62.3	20.			363		---	
Victor Valley College	28	IV	1	42.3	1	51.1	21.			91		---	
C O L O R A D O													
Arapahoe Community College		IV	3	30.0	3	36.3	21.			44	45	32.5	27.6
Colo. Northwestern Comm.Coll		IV	3	31.4	3	39.3	25.	57.	6.7	30	14	31.9	30.2
Community College of Aurora		IV	3	29.9	3	35.6	19.	33.	2.0	9	9	32.0	27.8
Community College of Denver		IV	3	30.0	4	33.9	13.			49	62	31.0	29.2
Front Range Community Coll.	72	IV	3	30.7	3	36.4	18.	70.		76	62	32.0	29.2
Lamar Community College		IV	3	30.6	3	36.5	19.	48.		18	7	30.7	30.5
Morgan Community College		IV	4	27.6	4	33.7	22.		2.3	16	14	27.8	27.3
Northeastern Junior College		IV	3	29.0	4	34.8	20.	38.	-	39	22	30.3	26.5
Otero Junior College		IV	3	31.5	3	38.1	21.		3.7	19	10	32.2	30.3
Pikes Peak Community College		IV	3	31.5	3	38.4	22.	79.	4.0	70	43	32.0	30.7
Pueblo Community College		IV	4	28.9	4	35.2	22.		4.0	41	38	30.0	27.8
Red Rocks Community College		IV	2	33.4	3	39.8	19.	86.		42	14	33.9	31.8
Trinidad State Junior Coll.		IV	4	27.0	4	32.9	22.			30	13	27.4	26.1
C O N N E C T I C U T													
Mitchell College		IV	3	31.9	2	42.1	32.			15	11	34.1	28.8
F L O R I D A													
Daytona Beach Comm. College	56	IV	4	28.5	3	37.2	31.	74.	0.0	104	81	30.5	25.8
Florida Keys Community Coll.		IV	3	32.0	2	42.9	34.		0.0	25	7	32.6	30.2
Valencia Community College		IV	2	34.8	2	46.0	32.	56.		104	116	38.0	32.0
G E O R G I A													
Emmanuel College		IV	5	22.6	5	26.4	17.			5	9	---	---
Young Harris College		IV	3	31.7	3	37.3	18.	77.	4.1	19	11	32.4	30.6
H A W A I I													
Hawaii Community College	16	IV	1	41.4	2	49.9	21.	64.	8.2	42	38	43.4	39.1
Honolulu Community College	16	IV	1	41.4	2	49.9	21.	58.	8.0	80	39	42.6	38.8
Kapiolani Community College	16	IV	2	39.6	2	47.9	21.	42.	7.9	69	90	39.8	39.5
Kauai Community College	16	IV	2	39.2	2	47.5	21.	53.	7.5	35	23	40.2	37.7
Leeward Community College	16	IV	1	41.7	1	50.3	21.	71.	7.9	79	67	42.9	40.3
Maui Community College	16	IV	2	40.4	2	48.8	21.	54.	8.1	33	39	41.9	39.2
Winward Community College	16	IV	2	40.4	2	48.8	21.	60.	8.4	22	18	39.1	42.0
I L L I N O I S													
Belleville Area Coll.Dist522	38	IV	1	43.8	1	51.9	19.	81.	6.7	74	36	47.0	37.1
Illinois Eastern Comm.Colls.	83	IV	3	29.0	4	33.6	16.	77.	4.7	72	41	29.4	28.2
John Wood Community College		IV	5	24.2	5	27.4	13.	29.	5.8	24	21	25.6	22.6
Kaskaskia College		IV	2	33.8	2	41.8	24.	93.	6.0	43	18	35.7	29.3
Kishwaukee College		IV	3	31.3	3	36.0	15.	76.	5.2	38	40	34.6	28.3
Lincoln College	92	IV	3	31.0	3	37.1	20.	52.	5.7	18	13	31.7	30.0
Morrison Institute of Tech.		IV	5	22.8	5	26.4	15.			7	3	---	---
Morton College		IV	1	45.5	1	54.3	19.	94.	7.1	28	26	46.4	44.5
Rend Lake College		IV	2	34.7	3	39.3	13.	75.	8.8	34	27	35.9	33.1
Saint Augustine College		IV	5	18.8	5	24.1	28.			6	7	19.0	18.6
Southeastern Illinois Coll.		IV	2	34.5	3	39.0	13.	76.	7.5	29	21	35.4	33.2
Springfield Coll.in Illinois		IV	5	22.1	5	26.1	18.	58.	1.9	6	6	22.0	22.3
I O W A													
Des Moines Area Comm.College	57	IV	2	35.4	2	43.3	22.		5.9	132	105	36.7	33.7
Eastern Iowa Comm.Coll.Dist.	60	IV	3	31.4	3	38.6	23.		6.4	82	66	32.1	30.5
Indian Hills Community Coll.	85	IV	3	29.6	4	35.4	20.		4.2	74	46	30.3	28.4
North Iowa Area Comm.College		IV	2	32.5	2	41.1	27.	95.	11.6	58	38	38.0	24.0
Western Iowa Tech.Comm.Coll.	9	IV	3	30.4	3	37.3	23.		5.4	46	24	30.8	29.8
K A N S A S													
Allen County Community Coll.		IV	3	30.9	4	35.3	15.	76.	10.4	23	6	29.7	35.3

APPENDIX II

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BEN AS% SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC MEN	(9) NUMBER OF FULLTIME FAC WOMEN	(10) AVERAGE SALARY BY SEX MEN	(10) AVERAGE SALARY BY SEX WOMEN
KANSAS (CONTD)													
Barton County Community Coll		IV	4	27.0	4	32.6	21.		4.7	47	33	28.2	25.2
Central College		IV	5	18.5	5	23.2	26.		16.5	11	3	---	---
Coffeyville Community Coll.		IV	5	26.0	5	30.2	16.		6.0	20	16	27.9	23.5
Hutchinson Community College	7	IV	3	31.6	3	38.4	22.	78.	3.3	59	40	32.9	29.6
Johnson County Comm. College		IV	2	38.3	2	49.2	28.		4.1	133	104	39.2	37.2
Seward County Comm. College		IV	4	27.0	4	33.2	23.	73.	7.0	28	20	27.9	25.9
KENTUCKY													
Midway College		IV	4	27.2	4	32.6	20.	13.	10.4	6	26	27.0	27.3
Saint Catharine College		IV	5	16.1	5	19.0	18.	6.		6	10	16.6	15.8
MAINE													
Eastern Maine Tech. College		IV	3	31.2	2	41.5	33.		2.3	35	18	31.4	30.9
Northern Maine Tech. College		IV	2	34.3	2	45.8	34.		3.2	32	18	32.9	36.8
MICHIGAN													
Baker College of Flint	37	IV	2	36.8	2	48.5	32.		9.2	16	16	36.1	37.6
Ch. Stewart Mott Comm. Coll.		IV	1	45.2	1*	59.7	32.		8.4	101	71	45.7	44.5
Davenport College -Grd.Rpds.	55	IV	2	33.6	2	47.5	42.			30	39	37.8	30.3
Grand Rapids Junior College		IV	1	45.7	1	57.1	25.	82.	5.5	142	84	47.2	43.3
Montcalm Community College		IV	2	36.8	2	49.0	33.	81.	11.2	17	10	38.6	33.8
Muskegon Community College		IV	1	43.7	1	55.6	27.		5.0	65	33	43.8	43.5
Oakland Community College		IV	1*	49.5	1*	63.4	28.			170	97	54.0	41.7
Schoolcraft College	9	IV	1	48.2	1*	63.3	31.		6.2	81	37	48.5	47.6
Southwestern Michigan Coll.		IV	3	32.0	2	41.3	29.		6.1	27	19	33.6	29.6
Suomi College		IV	2	32.4	2	40.8	26.	58.		10	16	33.4	31.8
MINNESOTA													
Bethany Lutheran College		IV	3	31.3	3	39.6	26.	17.	5.6	15	3	---	---
MISSISSIPPI													
Coahoma Community College		IV	5	23.4	5	27.6	18.			36	28	23.2	23.6
Copiah Community Jr. College	51	IV	5	24.8	5	30.5	23.			45	39	25.6	23.9
East Central Community Coll.		IV	5	24.4	5	30.4	25.			31	20	25.0	23.4
East Mississippi Comm. Coll.		IV	5	21.3	5	26.0	22.			35	30	22.0	20.6
Hinds Comm.College-Raymond	81	IV	4	28.4	4	35.1	23.			160	231	28.4	28.4
Holmes Community College		IV	5	23.4	5	28.6	22.			42	59	23.1	23.6
Itawamba Community College		IV	4	27.0	5	32.1	19.			61	60	27.3	26.7
Jones County Junior College		IV	3	30.7	3	38.4	25.			58	76	31.6	30.0
Meridian Community College		IV	5	24.9	5	30.5	22.			46	92	26.9	23.9
Miss. Delta Community Coll.		IV	4	26.3	5	31.3	19.			39	52	24.5	27.6
Miss. Gulf Coast Comm. Coll.	105	IV	4	27.4	4	33.6	23.		0.0	164	163	27.7	27.1
Northeast Miss. Junior Coll.		IV	4	28.7	4	34.8	21.			46	68	28.1	29.1
Northwest Miss. Comm. Coll.		IV	3	29.4	3	35.7	21.	1.		60	95	29.8	29.2
Pearl River Comm. College		IV	5	24.6	5	29.6	20.			45	69	24.8	24.5
Southwest Miss.Comm.College		IV	4	28.5	4	34.4	21.		4.7	18	35	27.3	29.1
Wood Junior College		IV	5	17.5	5	21.1	21.	35.	5.7	4	16	---	---
MISSOURI													
Crowder College	3	IV	5	23.3	5	27.7	19.			49	16	23.1	23.9
East Central College		IV	3	30.3	3	36.1	19.	75.		35	21	32.0	27.4
Jefferson College		IV	2	32.5	3	38.0	17.	66.	7.1	58	31	33.7	30.2
Metropolitan Comm.Coll.Dist.	100	IV	2	35.8	2	43.7	22.	58.	5.3	148	91	37.8	32.6
Mineral Area College		IV	4	28.8	4	34.1	18.			31	21	29.7	27.5
Moberly Area Junior College		IV	5	25.4	5	29.8	17.	37.		11	19	27.7	24.1
North Central Missouri Coll.		IV	4	27.2	5	32.4	19.	55.		9	13	29.9	25.4
St. Charles Co. Comm. Coll.		IV	4	28.3	4	33.7	19.			20	29	29.0	27.9
State Fair Community College		IV	5	25.5	5	30.4	19.		3.7	28	23	25.5	25.4
Three Rivers Comm. College		IV	5	24.7	5	29.4	19.	51.	12.0	27	22	25.8	23.4
MONTANA													
Dawson Community College		IV	5	26.2	4	33.0	26.	25.		12	8	28.6	22.6
Flathead Valley Comm. Coll.		IV	3	31.2	3	36.4	16.	79.		24	9	31.7	30.0
Miles Community College		IV	5	25.1	4	32.9	31.		4.7	10	12	27.6	23.0
Salish Kootenai Comm.College		IV	5	24.9	5	29.9	20.			14	8	25.5	23.9

APPENDIX II NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BEN AS% SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC MEN	 WOMEN	(10) AVERAGE SALARY BY SEX MEN	 WOMEN
NEBRASKA													
Northeast Community College		IV	4	28.3	3	37.8	33.		3.3	63	21	28.9	26.7
Southeast Community College	131	IV	3	29.5	3	38.7	31.		7.2	146	82	30.0	28.7
Western Nebraska Comm. Coll.	178	IV	5	25.9	4	34.9	35.			53	16	27.2	21.7
NEW MEXICO													
Northern N.Mex.Comm.College		IV	5	22.4	5	28.4	26.	38.	7.8	25	20	24.0	20.5
NEW YORK													
Berkeley College	-	IV	5	26.2	4	33.1	26.	-		2	7	---	---
NORTH CAROLINA													
Alamance Community College		IV	4	27.9	4	34.6	24.		0.0	41	36	28.9	26.8
Anson Community College		IV	5	26.2	5	32.3	23.			15	7	26.0	26.4
Ashvle Buncombe Tech.Comm C.		IV	3	29.4	3	36.7	25.			49	34	30.5	27.9
Beaufort County Comm.Coll.		IV	5	26.0	4	32.6	25.			19	22	27.1	25.0
Bladen Community College		IV	5	24.5	5	30.4	24.			13	10	24.0	25.1
Blue Ridge Community College		IV	4	28.5	4	35.1	23.		0.1	26	16	28.8	28.1
Brunswick Community College		IV	5	24.8	5	30.8	24.			10	12	25.7	24.1
Caldwell Comm.Coll.&Tech Ins		IV	4	27.1	4	33.4	23.			28	38	29.2	25.5
Cape Fear Community College		IV	4	28.0	4	34.5	23.			50	26	29.5	25.2
Carteret Community College	3	IV	5	25.4	5	31.5	24.		1.3	17	23	25.8	25.1
Catawba Valley Comm. College		IV	4	27.5	4	34.2	24.		0.0	58	30	28.5	25.6
Central Carolina Comm. Coll.		IV	4	26.3	4	32.7	24.			53	39	26.2	26.4
Central Piedmont Comm. Coll.		IV	3	31.4	3	38.7	23.		1.0	115	97	32.6	30.0
Chowan College		IV	3	29.8	4	35.5	19.	67.	5.0	28	18	31.0	28.0
Cleveland Community College		IV	5	25.8	5	32.0	24.			30	20	26.5	24.8
Coastal Carolina Comm. Coll.		IV	4	27.9	4	34.7	24.		0.0	58	47	29.0	26.6
College of the Albemarle		IV	4	26.9	4	33.1	23.			25	23	27.6	26.2
Craven Community College		IV	4	26.4	4	32.9	25.			29	24	27.6	24.9
Davidson County Comm. Coll.		IV	2	32.3	3	39.7	23.		0.0	37	27	33.5	30.7
Durham Technical Comm. Coll.		IV	3	29.1	3	35.8	23.			42	52	29.7	28.6
Edgecombe Community College		IV	5	24.4	5	30.4	25.			17	48	26.8	23.5
Fayetteville Tech.Comm.Coll.		IV	4	28.3	4	34.8	23.			95	92	29.3	27.2
Forsyth Tech. Comm. College		IV	3	30.1	3	37.3	24.			60	65	31.2	29.1
Gaston College		IV	3	29.5	3	36.3	23.			59	43	31.0	27.4
Guilford Technical Comm Coll		IV	4	28.7	4	35.2	23.			90	75	29.3	28.0
Halifax Community College		IV	5	25.3	5	31.8	25.			23	26	24.6	25.9
Haywood Community College		IV	4	27.1	4	33.7	24.		0.0	42	17	27.0	27.4
Isothermal Community College		IV	4	27.1	4	33.5	23.		0.0	28	23	28.6	25.4
James Sprunt Comm. College		IV	5	23.8	5	29.8	25.			18	22	23.9	23.7
Johnston Community College		IV	5	23.8	5	29.6	24.		0.0	64	46	24.5	22.9
Lenoir Community College		IV	5	25.9	5	31.8	23.			43	37	26.9	24.7
McDowell Tech. Comm. College		IV	5	23.9	5	28.5	19.		0.0	19	9	23.8	24.3
Mitchell Community College		IV	4	27.7	4	33.5	21.			16	15	28.7	26.6
Montgomery Community College		IV	5	23.1	5	28.8	25.			17	10	23.1	23.0
Nash Community College		IV	4	27.2	4	33.9	25.	ALL		18	24	29.3	25.7
Pamlico Community College		IV	5	23.3	5	29.1	25.			5	3	---	---
Piedmont Community College		IV	5	23.4	5	29.2	25.			27	21	24.2	22.4
Pitt Community College		IV	4	27.5	4	33.3	21.			47	49	28.2	26.7
Randolph Community College		IV	4	27.7	4	34.1	23.			28	19	28.3	26.8
Richmond Community College		IV	4	27.2	4	33.6	24.			26	16	25.7	29.8
Roanoke-Chowan Comm. College		IV	5	25.6	5	31.7	24.			8	19	26.1	25.3
Robeson Community College		IV	4	28.3	4	34.8	23.			17	29	27.6	28.6
Rockingham Community College		IV	3	29.7	3	36.9	24.			28	24	30.2	29.2
Rowan-Cabarrus Comm. College		IV	4	28.4	4	35.1	23.		0.0	31	33	29.4	27.6
Sampson Community College		IV	5	24.1	5	29.9	24.			16	27	24.5	23.9
Sandhills Community College		IV	3	29.3	3	36.8	25.			63	51	31.2	27.0
Southeastern Community Coll.		IV	4	26.5	4	32.8	24.		0.0	24	30	26.2	26.7
Southwestern Community Coll.		IV	5	24.6	5	30.6	24.			19	26	25.3	24.0
Stanly Community College		IV	4	26.5	4	32.7	24.			19	26	28.4	25.1
Surry Community College		IV	4	26.8	4	33.6	25.			44	34	28.3	25.0
Tri-County Community College		IV	5	22.9	5	28.4	24.			12	10	23.3	22.4
Vance-Granville Comm.College		IV	5	25.1	5	31.1	24.		0.0	30	38	26.8	23.8
Wake Tech. Community Coll.		IV	4	26.3	5	32.5	23.			86	94	26.9	25.8
Wayne Community College		IV	4	26.9	4	33.6	25.		0.3	46	40	28.2	25.3
Western Piedmont Comm. Coll.		IV	4	27.1	4	33.5	24.			28	30	28.4	25.8
Wilkes Community College		IV	3	30.2	3	37.2	23.			32	30	31.0	29.3
Wilson Technical Comm. Coll.		IV	4	28.0	4	34.6	24.			20	18	29.5	26.3

APPENDIX II NAME OF INSTITUTION	NOTES	(1) INSTITUTION CATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BENEFITS SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC MEN	 WOMEN	(10) AVERAGE SALARY BY SEX MEN	 WOMEN
NORTH DAKOTA													
North Dakota St.Coll.of.Sci.	3	IV	3	30.4	2	40.7	34.	63.	3.9	103	28	30.9	28.7
Univ. of N. Dak.-Lake Region		IV	4	28.6	3	36.8	29.	48.	3.3	16	7	28.8	28.2
OHIO													
Belmont Technical College	3	IV	3	29.0	3	36.1	25.			17	20	30.0	28.2
Central Ohio Technical Coll.		IV	4	28.7	4	35.3	23.	39.	1.9	19	25	31.5	26.7
Cincinnati Technical College		IV	1	40.7	1	50.3	24.	70.	5.3	81	54	44.2	35.4
Hocking Technical College		IV	3	31.9	2	41.3	30.		7.2	60	61	31.7	32.1
Lakeland Community College		IV	1	45.2	1	56.7	26.	85.	8.2	61	37	46.8	42.5
OKLAHOMA													
Carl Albert State College		IV	4	28.5	4	35.1	23.			24	13	29.5	26.6
Connors State College		IV	3	31.9	2	40.4	27.		5.2	27	18	32.1	31.6
Eastern Oklahoma State Coll.		IV	2	32.3	3	39.5	22.	53.		29	20	32.9	31.3
Murray State College		IV	3	29.5	4	34.6	17.	41.		27	17	29.8	29.0
Northeastern Okla. A&M Coll.		IV	3	31.2	3	38.7	24.	70.		54	35	31.5	30.6
Northern Oklahoma College		IV	3	31.1	3	38.7	24.	45.		25	19	31.4	30.7
Oklahoma City Community Coll	3	IV	3	31.6	2	40.3	27.		5.1	46	56	36.3	27.8
Okla.State Univ.-Tech.Br.		IV	3	29.4	3	37.6	28.		6.4	103	29	30.8	24.3
Rogers State College		IV	4	28.1	4	35.4	26.			50	35	28.6	27.3
Rose State College	3	IV	3	32.1	2	40.7	27.	71.	6.1	76	72	33.2	31.1
Saint Gregory's College		IV	5	24.0	5	28.8	20.	20.		5	5	---	---
Seminole Junior College		IV	4	28.6	3	35.6	24.	48.		29	15	29.7	26.5
Southwestern Okl.St.U.-Sayre		IV	4	26.9	4	33.4	24.		1.6	6	10	28.5	25.9
OREGON													
Bassist College		IV	5	16.6	5	19.0	15.			2	6	---	---
Blue Mountain Community Coll		IV	2	37.4	1	50.4	35.	79.		49	23	39.0	33.9
Clackamas Community College		IV	2	37.1	2	50.1	35.	84.	8.5	69	60	37.4	36.7
Clatsop Community College		IV	3	31.7	2	44.5	40.	75.		23	13	31.0	32.7
Lane Community College		IV	2	34.5	2	47.9	39.	ALL		145	136	36.2	32.6
Linn-Benton Community Coll.	94	IV	2	33.7	2	40.9	22.		8.6	76	80	40.0	27.6
Mount Hood Community College		IV	2	36.1	2	49.8	38.	70.		106	77	36.9	35.1
Portland Community College	122	IV	2	36.3	2	49.5	36.	82.	6.6	203	172	37.5	35.0
Rogue Community College		IV	2	33.5	2	44.6	33.	ALL		30	35	36.0	31.3
Treasure Valley Comm.College		IV	3	31.9	2	44.8	40.	87.		30	16	33.1	29.6
Umpqua Community College		IV	2	33.5	2	45.6	36.		6.2	36	26	35.1	31.2
SOUTH CAROLINA													
Florence-Darlgtn. Tech.Coll.		IV	5	26.0	5	32.4	25.		1.5	41	49	26.4	25.7
Midlands Technical College	102	IV	4	27.9	4	34.8	25.			93	119	28.9	27.0
Orangeburg Calhoun Tech.Coll		IV	5	24.5	5	30.4	24.		0.6	23	40	25.7	23.9
Tech. Coll.of the Lowcountry	138	IV	5	23.5	5	29.5	26.		0.0	16	24	22.9	23.9
Trident Technical College	146	IV	3	29.4	3	36.5	24.		0.5	83	91	30.2	28.6
TENNESSEE													
Tomlinson College		IV	5	23.8	5	25.6	8.	57.	25.8	7	7	25.7	21.9
TEXAS													
Alvin Community College	3	IV	2	35.9	2	42.3	18.	88.	1.8	63	39	36.7	34.7
Austin Community College	36	IV	2	34.0	2	40.5	19.		5.5	126	100	34.5	33.3
Bee County College		IV	4	26.3	5	30.6	17.		0.0	38	46	28.9	24.2
Brookhaven College		IV	1	40.6	2	47.1	16.		3.7	45	50	40.3	40.8
Cedar Valley College		IV	2	39.3	2	45.6	16.		3.7	33	20	40.6	37.1
Central Texas College	9	IV	2	33.6	2	40.5	21.			51	48	33.9	33.2
College of the Mainland		IV	2	38.4	2	44.2	15.	63.		41	41	40.6	36.2
Cooke County College		IV	5	25.9	5	30.7	19.		3.9	35	34	27.8	23.9
Eastfield College		IV	1	44.5	1	51.3	15.		3.7	77	33	45.3	42.7
El Centro College		IV	2	40.4	2	46.8	16.		3.7	50	90	43.1	38.9
El Paso Co.Comm.Coll. Dist.	62	IV	2	33.9	3	39.7	17.	58.	4.0	159	126	35.0	32.4
Kilgore College		IV	3	31.1	3	36.2	16.		2.0	78	86	31.8	30.5
McLennan Community College		IV	2	35.8	2	41.4	16.	71.		83	83	38.8	32.8
Mountain View College		IV	1	43.5	1	50.2	15.		3.7	59	27	44.3	41.8
Navarro College		IV	3	30.5	3	37.9	24.		5.8	37	30	31.5	29.3
North Harris Co. Coll. Dist.	112	IV	2	35.6	2	41.0	15.	72.		127	137	37.2	34.1
North Lake College		IV	1	42.7	2	49.3	16.		3.7	40	32	42.7	42.7

APPENDIX II NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BEN ASX SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC MEN	 WOMEN	(10) AVERAGE SALARY BY SEX MEN	 WOMEN
TEXAS (CONTD)													
Paris Junior College	3	IV	3	31.2	3	39.0	25.	ALL	1.0	17	15	31.3	31.0
Richland College		IV	1	43.7	1	50.4	15.		3.7	87	73	45.4	41.8
San Jacinto College	130	IV	3	32.1	3	39.2	22.			209	234	33.2	31.1
Texas State Tech.Inst.-Amrlo		IV	4	28.1	3	36.4	29.		2.0	40	19	31.1	21.8
Texas State Tech.Inst.-Hrlgn	142	IV	4	27.5	3	35.6	30.			119	51	28.5	25.0
Texas State Tech.Inst.-Waco	27	IV	4	28.4	3	36.7	29.		2.0	229	37	28.6	27.5
Tyler Junior College		IV	2	32.6	3	37.9	16.			85	99	33.1	32.2
Victoria College		IV	2	35.4	2	44.3	25.	67.	3.5	47	45	37.8	32.9
VIRGINIA													
Southern Seminary College		IV	5	25.9	5	30.6	18.		0.0	6	7	26.2	25.6
WASHINGTON													
Centralia College	3	IV	2	33.8	2	43.1	28.	74.	6.7	34	16	34.2	32.7
Grays Harbor College		IV	2	34.8	2	43.9	26.	71.	6.6	29	12	35.4	33.3
South Puget Sound Comm.Coll.		IV	2	32.3	3	39.7	23.	71.	5.4	38	28	32.6	31.9
Spokane Community College		IV	2	35.1	2	45.3	29.	84.	2.8	123	75	35.7	34.0
Spokane Falls Comm. College		IV	2	34.4	2	44.5	29.	81.	2.5	85	57	35.2	33.2
Tacoma Community College		IV	2	36.1	2	46.2	28.	67.	4.8	51	33	37.1	34.6
Whatcom Community College		IV	3	31.6	2	40.3	28.	75.	5.8	14	14	31.2	32.0
WEST VIRGINIA													
College of West Virginia		IV	5	24.1	5	28.0	16.			8	16	25.0	23.6
WISCONSIN													
Chippewa Valley Tech. Coll.		IV	2	36.3	2	47.8	32.		1.0	104	72	36.1	36.7
Gateway Technical College	75	IV	2	38.5	1	50.4	31.			111	140	39.3	37.9
Milwaukee Area VTAE Dist.	104	IV	1	45.4	1*	62.1	37.			344	270	46.0	44.6
Northeast Wis. Tech. College	114	IV	2	38.1	2	49.9	31.		5.0	126	76	39.1	36.5
Southwest Wis.Tech.College		IV	3	32.2	2	43.0	34.		3.0	43	38	32.2	32.1
Waukesha County Tech. Coll.	174	IV	1	41.8	1	55.0	31.		6.5	120	57	41.7	42.1
WYOMING													
Casper College		IV	3	30.7	3	38.7	26.	66.	5.0	78	71	33.2	28.0

NOTES TO APPENDIXES I AND II

For the purpose of this survey, twelve-month salaries are converted to a standard academic-year basis. A factor of 9/11 (or 81.8%) is used except when an institution provides a different formula. The first twenty-five notes are used to indicate the specific formula provided by the institution.

1. Conversion factor of 69.6%
2. Conversion factor of 71.4%
3. Conversion factor of 75.0%
4. Conversion factor of 76.3%
5. Conversion factor of 76.6%
6. Conversion factor of 76.9%
7. Conversion factor of 78.1%
8. Conversion factor of 78.8%
9. Conversion factor of 80.0%
10. Conversion factor of 82.2%
11. Conversion factor of 82.3%
12. Conversion factor of 83.0%
13. Conversion factor of 83.3%
14. Conversion factor of 84.2%
15. Conversion factor of 84.8%
16. Conversion factor of 85.5%
17. Conversion factor of 85.6%
18. Conversion factor of 85.7%
19. Conversion factor of 86.0%
20. Conversion factor of 86.2%
21. Conversion factor of 86.3%
22. Conversion factor of 86.4%
23. Conversion factor of 87.5%
24. Conversion factor of 90.0%
25. Conversion factor of 90.9%
26. The retirement component does not include the contribution made for unfunded retirement liability.
27. The compensation figures also include a portion of the employee's contribution to Social Security which is paid by the state (5.85% of the first $16,500 of salary).
28. California Community Colleges—Data provided by Chancellor's Office of the California Community Colleges. Data are as of January 1992. Information shown under "men" are for men and women combined. Benefits are estimated.
29. Compensation figures also include the portion of the employee's contribution to Social Security which is paid by the state (5.85% of the first $16,500 of salary). A factor of 75.0 was used to convert twelve-month to standard academic year.
30. Data do not reflect 1991-92 salary increases not known at time of submission.
31. State University of New York System—Data do not reflect 1991-92 salary increases. The UUP contract was not resolved at time of submission. Data only reflect contractual increments.
32. Alverno College—After five years of employment, faculty are granted continuous employment rather than tenure status. See note 3.
33. American University—Annual raises become effective at the start of the spring semester; therefore, the salaries shown include one half of the annual raise.
34. Antioch University—Data include Antioch College, School for Adult and Experimental Learning, Antioch New England, Antioch Seattle, Antioch Los Angeles, and Antioch Santa Barbara campuses.
35. Florida University System—Data reflect raises for 1991-92 which have been rescinded by Florida's legislature after data submission for this survey. Therefore, data must be used with caution as they do not reflect salary which will actually be fully paid.
36. Austin Community College—Data include Austin, Rio Grande, Northridge, Riverside, Southwest Center, Rutherford, and Oaks campuses. See note 3.
37. Baker College—Data include the Flint campus only.
38. Belleville Area Community District—Data include Belleville, Grand City, and Red Bud campuses. A factor of 76.3% was used to convert twelve-month salaries to standard academic year basis.
39. Beloit College—Not included in the salary or compensation figures is a $2,000 stipend given each faculty member participating in the new student orientation program.
40. Briarcliff College—Data apply to lay faculty only.
41. Charles County Community College—Data include LaPlata, St. Mary's County, and Calvert County Community Colleges.
42. Christendom College—In the 1990-91 Annual Report the institutional category was erroneously shown as III (Two-Year College) rather than IIB (General Baccalaureate).
43. College of Our Lady of the Elms—Data under "men" are both men and women combined and apply to lay faculty only.
44. The College of Santa Fe—Data also include the Albuquerque Center. See note 3.
45. Columbia University—Data do not include Applied Sciences faculty.
46. Commonwealth College—Data do not include Norfolk and Portsmouth campuses.
47. Community College of Allegheny County—Data include Allegheny, Boyce, South, and North campuses.
48. Central Connecticut State University—See note 152.
49. Community College of Rhode Island—Data also include Knight, Flanagan, and Providence campuses.
50. Connecticut Community Colleges—Data include Asnuntuck, Greater Hartford, Housatonic, Manchester, Mattatuck, Middlesex, Mohegan, Northwestern, Norwalk, Quinebaug Valley, South Central, and Tunxis Community Colleges.
51. Copiah Community Junior College—Data include Wesson and Natchez campuses.
52. Cornell University (Endowed Colleges)—Data include the Colleges of Architecture, Arts, and Planning, Arts and Sciences, Engineering, School of Hotel Administration, Law School, Johnson Graduate School of Management, and African Studies and Research Center.
53. Cornell University-Statutory Colleges—Data include College of Agricultural and Life Sciences, Human Ecology, Industrial and Labor Relations, and Veterinary Medicine. See note 31.
54. County College of Morris—No fringe benefits provided.
55. Davenport College-Grand Rapids—Data include all campuses.
56. Daytona Beach Community College—Data include Daytona Beach, West, South, Flagler/Palm Coast, and Four Townes campuses.
57. Des Moines Area Community College—Data include Ankeny, Boone, Carroll, and Urban campuses.
58. Detroit College of Business—Data include Dearborn, Flint, and Warren campuses.
59. Eastern Illinois University—Data do not reflect 1991-92 salary increase under negotiation at time of submission.
60. Eastern Iowa Community College District—Data include Scott, Muscatine, and Clinton Community Colleges.
61. Eastern Montana College—Percentage increases shown in column (8) of Appendix I reflect only impact of promotions. Data do not reflect "regular" annual increase because negotiations were still underway at time of submission.
62. El Paso Community College District—Data include Valle Verde, Rio Grande, Transmountain, and Fort Bliss campuses. See note 3.
63. Embry-Riddle Aeronautical University—Data also include Daytona Beach, Fla., and Prescott, Ariz., campuses. See note 9.
64. Erie Community College—Data do not reflect 1991-92 salary increases under negotiation at time of submission.
65. Fairleigh Dickinson University—Data include Rutherford, Teaneck, and Madison campuses and Edward Williams College. See note 13.
66. Faulkner State Community College—Data also include Fairhope, Foley, and Gulf Shore campuses.
67. Ferris State University—The numbers in column (7) represent an increase for fiscal 1991 salaries which includes only one of the two percentage increases given that year. Salaries and compensation for 1991-92 include the two percentage increases given in fiscal year 1992.
68. Florida International University—Data submitted for 1990-91 were received too late for inclusion in Annual Report. The average salaries by rank were: 54.1, 41.7, 37.4, 27.9, and 41.0 for Prof., Assoc., Asst., Inst, and All Ranks Combined, respectively. See notes 3 and 35.
69. Eastern Connecticut State University—See note 152.
70. Fordham University—Data include Rose Hill, Bronx, Lincoln Center, and New York City campuses.
71. Franciscan University of Steubenville—Data also include the Gaming, Austria, campus.
72. Front Range Community College—Data include Westminster campus and Larimer County Center in Fort Collins.
73. Gadsden State Community College—Data include Gadsden, EB, VS, Anniston, Ft. McClellan, and Talladega campuses. See note 3.
74. Gannon University—Data also include the Villa Maria campus.
75. Gateway Technical College—Data include Kenosha, Racine, and Walworth County Colleges.
76. Golden Gate University—Data also include campus in Ft. Myers, Fla.
77. Goldey Beacom College—Data include Pike Creek Valley, Southern campuses in Milford, and Business Training Center.
78. Harding University—Data also include Harding Graduate School of Religion.
79. Harrisburg Area Community College—Data include Wildwood, Lancaster, and Lebanon campuses. See note 9.
80. Hebrew Union College—Data include Cincinnati, Los Angeles, and New York campuses. Because Hebrew Union, which is predominantly a graduate institution, has a very substantial portion of its faculty at the full professor level at the top of the scale, average salary/compensation reflects an upward skewing that can be deceptive.
81. Hinds Community College-Raymond—Data include Raymond, Utica, Jackson, Rankin, and Vicksburg campuses.
82. Idaho State University—Data also include Vocational Technical Education faculty.
83. Illinois Eastern Community College—Data include Frontier Community, Lincoln Trail, Olney Central, and Wabash Valley Colleges. See note 3.
85. Indian Hills Community College—Data include Ottumwa and Centerville campuses. Starting this year a 9/12 (or 75.0%) formula was used to convert twelve-month salaries to standard academic year basis.
86. Indiana University of Pennsylvania—Data include Indiana, Armstrong, and Punxsutawney campuses. See note 26.
87. Iowa Valley Community College District—Data include Ellsworth and Marshalltown Community Colleges.
88. J. Sargeant Reynolds College—Data include Downtown, Parham Road, Western, and Richmond Campuses.
89. Knoxville College—Data also include Morristown campus.
90. Lackawanna Junior college—Data also include Honesdale Center.
91. Lewis-Clark State College—Data include both academic and vocational education faculty.
92. Lincoln College—Data include both academic and vocational education faculty.
93. Linfield College Data include Lincoln and Normal campuses.
94. Linn-Benton Community College—Data include McMinnville and Portland campuses.
95. Long Island University—Data include C.W. Post, Brooklyn, Southampton, Brentwood, and Rockland campuses.
96. Louisiana State University and A&M College—Data also include Louisiana State University Agricultural and Herbert Law Center.
97. Manatee Community College—Data include Bradenton and South campuses. See note 2.

98. Maricopa Community College District—Data include Phoenix, Glendale, Gateway, Mesa, Scottsdale, Rio Salado, Chandler/Gilbert, Paradise Valley, Estrella Mountain, and South Mountain campuses.
99. Mercer University—Data include Macon, Northwest, and Pharmacy School in Atlanta.
100. Metropolitan Community College—Data include Longview, Maple Woods, and Penn Valley Community Colleges.
101. Miami-Dade Community College—Data include Miami, North, South, Homestead, Welfson, and Medical Center campuses. All faculty contracts for 1991-92 have been changed to standard academic year basis.
102. Midland Technical College—Data also include the Airport and Beltine campuses and off-campus locations.
103. Millersville University of Pennsylvania—See notes 3 and 26.
104. Milwaukee Area VTAE District—Data include the main campus at Milwaukee and the North, South, and West campuses.
105. Mississippi Gulf Coast Community College—Data include Perkinston, Jefferson Davis, and Jackson County campuses. See note 24.
106. Mohawk Valley Community College—Data include Utica and Rome campuses.
107. Moorehead State University—All salary values are 1990-91. Negotiation agreement not settled at time of submission.
108. Napa Valley College—Data shown under "men" are for both men and women combined.
109. National-Louis University—Data include Evanston; Chicago; Lombard, Ill.; St. Louis, Mo.; McLean, Va.; Milwaukee-Beloit, Wis.; Tampa, Fla.; Atlanta, Ga.; and Heidelberg, Germany, campuses. See note 12.
110. New York Institute of Technology—Data include Old Westbury, Metro Center, and Central Islip campuses.
111. North Arkansas Community College—Data also include Batesville campus.
112. North Harris County Community College—Data include East, South, and Tombal campuses.
113. North Shore Community College—Data include Beverly, Danvers, and Lynn campuses. Contracts have not been renegotiated due to state fiscal problems and salaries have not been changed since 1988.
114. Northeast Wisconsin Technical College—Data also include branches at Marinette and Sturgeon Bay.
115. Northern Virginia Community College—Data include Alexandria, Annandale, Loudon, Manassas, and Woodbridge campuses.
116. Norwich University—Data include Military College of Vermont and Vermont College.
117. Notre Dame College of Ohio—Fringe benefits do not include religious members who are included in the salary figures.
118. Oakland City College—Data also include Bedford College Center.
119. Pennsylvania State University-IIA—Data include Erie, Behrend, Harrisburg, Capital, and Great Valley Center. See note 26.
120. Pennsylvania State University-III—Data include Allentown, Altoona, Beaver, Berks, Delaware, DuBois, Fayette, Great Valley, Hazleton, McKeesport, Mont Alto, New Kensington, Ogontz, Schuylkill, Shenango, Wilkes-Barre, Worthington-Scranton, and York campuses. See note 26.
121. Pfeiffer College—Data also include Charlotte extension campus.
122. Portland Community College—Data also include Sylvania, Rock Creek, Cascade, and open campuses.
123. Rancho Santiago Community College—Data include Santa Ana and Orange campuses, Garden Grove Centennial Education, and Orange Adult Learning Centers.
124. Ray College of Design—Data also include the faculty at Ray College of Design Woodfield, Schaumburg, Ill.
125. Reformed Theological Seminary—Data also include the Orlando Extension campus.
126. Saint Joseph's College (Ind.)—Data apply to lay faculty only.
127. St. Joseph's College (N.Y.)—Compensation figures include benefits for lay faculty only.
128. Saint Peter's College—Data include Jersey City and Englewood Cliffs campuses.
129. Salt Lake Community College—Data include Redwood Road, South City, Sandy, Jordan Technical Center, Airport Center, and Riverside campuses.
130. San Jacinto College District—Data include Central, North, and South campuses.
131. Southeast Community College—Data include Beatrice, Lincoln, and Milford Campuses.
132. Southern College of Seventh-Day Adventists—Data include Collegedale and Orlando campuses.
133. Southern West Virginia Community College—Data include Logan, Williamson, Boone County, and Wyoming County Center campuses.
134. Springfield Technical Community College—Because of fiscal crisis in Massachusetts, data reflect spring 1988 levels as no raises have been granted since that time.
135. SUNY at Buffalo and Stony Brook—Data also include Health Sciences faculty. See note 31.
136. Stetson University—Data include DeLand and St. Petersburg campuses.
137. Syracuse University—data also include College Center of the Finger Lakes, Mid-Hudson, Rome, and Endicott-Oswego Graduate Centers.
138. Technical College of the Lowcountry—Data include Beaufort, Hampton Extension, and Hilton Head campuses.
139. Teikyo Marycrest University—Formerly known as Marycrest University
140. Temple University—Fringe benefits have been estimated.
141. Tennessee State University—Data also include Avon North Williams campus.
142. Texas State Technical College—Data include Harlingen and McAllen campuses.
143. Texas Woman's University—Data include Denton, Dallas, and Houston campuses. See note 29.
144. Tidewater Community College—Data include Portsmouth, Virginia Beach, and Chesapeake campuses.
145. Transylvania University—Substantial supplements for excellence in teaching not included in salary but reflected in compensation figures.
146. Trident Technical College—Data include Main, Palmer, and Berkeley campuses.
147. Troy State University—Data also include Troy, Nursing, and Phenix City campuses.
148. Tufts University—Data include the Arts and Sciences, Fletcher School of Law and Diplomacy, the Dental School, the School of Veterinary Medicine, and the School of Nutrition.
149. Union County College (N.J.)—Data include Cranford, Scotch Plains, Elizabeth, and Plainfield campuses.
150. Union University—Data include Jackson and Memphis campuses.
151. University of Alabama at Birmingham—Data apply to the university General Schools.
152. Southern Connecticut State University—data reflect the full allocated 1991-92 salary increases which will not be totally paid.
153. University of Alaska-Anchorage—Data include Anchorage campus and Kenai, Peninsula, Kodiak, and Matanuska-Susitna Colleges and Prince William Sound Community Colleges.
154. University of Alaska-Fairbanks—Data include Fairbanks, Chukchi, Kuskokwim, and Northwest campuses.
155. University of Alaska-Southeast—Data include Juneau, Ketchikan, and Sitka campuses.
156. University of California—Data published in last year's report did not include the January 1991 salary increase. Since there currently is no employer contribution to retirement plan, the figure shown under column (6) of Appendix I includes the normal cost of the defined benefit plan. A factor of 86.3% was used to convert twelve-month to standard academic year.
158. University of Colorado Health Sciences Center—The reporting unit has changed and, therefore, data are not comparable to those published in previous years. See note 3.
159. University of Connecticut—Data do not reflect 1991-92 salary increases, turnover, or promotion increments.
161. University of Kentucky Community Colleges—Data include all thirteen campuses.
162. University of La Verne—Data also include SCE-San Fernando Valley Center, SEC Orange County Center, and College of Law/San Fernando Valley campus. A factor of 10/12 or 83.3% was used to convert twelve-month to standard academic year basis.
163. University of Massachusetts-Dartmouth. Formerly known as Southeastern Massachusetts University.
164. University of New Hampshire—Data do not reflect 1991-92 increases. Negotiations were still underway at time of submission. See note 18.
165. University of Rhode Island—Data also include Narragansett Bay campus.
167. University of South Florida—Data include Tampa, St. Petersburg, Sarasota, Lakeland, and Ft. Myers campuses. See note 35.
168. University of Southern Maine—Data include Law faculty.
169. University of Tennessee—Knoxville—Data also include the University of Tennessee Space Institute.
170. University of Toledo—Average salary and compensation for 1990-91 were revised after publication; the correct figures are: 58.3, 44.4, 36.3, 27.3, 47.1, and 72.0, 55.9, 45.9, 35.7, 58.8 for Prof., Assoc., Asst., Instr., and All Ranks salary and compensation, respectively.
171. University of West Florida—Chairpersons previously included are no longer shown because their instructional responsibilities have been greatly reduced. See note 35.
172. Washington & Lee University—Data do not include law faculty.
173. Washington State University—The average compensations for rank of Instructor and All Ranks Combined for 1990-91 were in error. These figures should have been: 36.6 and 54.5 instead of 60.7 and 55.9, respectively.
174. Waukesha County Technical College—Data include Pewaukee, Waukesha, and Menomonee Falls campus.
175. Western Connecticut State University—Data reflect allocated increases in salary of which only 30 percent will actually be paid.
176. Western Illinois University—Data were still in negotiation at time of submission. Data, therefore, do not reflect 1991-92 salary increases.
177. Western Montana College—Data do not reflect salary increases under negotiation at time of submission.
178. Western Nebraska Community College—Data include Scottsbluff and Sidney campuses and do not reflect salary increases not settled at time of submission. A factor of 69.6 was used to convert twelve-month to standard academic year basis.
179. Whittier College—Data include Whittier College and Whittier College school of Law.
180. William Woods College—Data shown under "men" are for both men and women combined.
181. Wilmington College—Data also include Cincinnati Bridge, Lebanon, and Warren Correctional campuses.
182. Winona State University—Data include Winona and Rochester campuses.
183. Yavapai College—Data include Prescott and Verde campuses.

AAUP 1992 ANNUAL MEETING JUNE 13-14

1992 Meeting Theme:
"Financial Crisis in Higher Education"
Omni Shoreham Hotel Washington, D.C.

✔ Reserve These Dates

- Featured Speaker: John Kenneth Galbraith
- Capitol Hill Day - *June 10*
- Assembly of State Conferences Business Sessions - *June 10-11*
- Collective Bargaining Congress Business Sessions - *June 10-11* Workshops - *June 11-12*
- Council Meeting - *June 12 and 14*
- Annual Meeting Panels - *June 12*
- Annual Meeting Plenary Sessions - *June 13-14*

Tuesday, June 9
8:00 - 9:00 p.m.
Orientation Session for AAUP Day on Capitol Hill

Wednesday, June 10
8:00 a.m. - 4:00 p.m.
AAUP Day on Capitol Hill;
Henry T. Yost Award Presentation

6:00 - 9:00 p.m.
Annual Meeting Reception and Banquet

Saturday, June 13
7:30 - 8:45 a.m.
Breakfast with the General Secretary

8:30 - 9:00 a.m.
Orientation of New Delegates

Seventy-eighth Annual Meeting
Preliminary Schedule

Thursday, June 11
2:00 - 3:45 p.m.
Council Reception and Dinner

Friday, June 12
9:00 a.m. - 12 Noon
Optional Tours: Hillwood Mansion, home of Marjorie Merriweather Post
Book People, Book Places: Tour of Literary Washington

12:45 - 2:00 p.m.
Membership Development Luncheon: "Lobbying New Members: Using Legislative Activities to Attract Attention"

2:15 - 3:30 p.m.
Annual Meeting Panels I:
"Restricting Free Speech: When, Where, Ever?"
"The Fiscal Crisis: Effective Faculty Responses"

3:45 - 5:00 p.m.
Annual Meeting Panels II:
"Has the Backlash Reached the Campus?"
"Campus Financial Analysis: Using Figures Productively"

9:00 a.m. - 4:30 p.m.
Annual Meeting Sessions I and II
Keynote Address: "The National Economy and Higher Education," John Kenneth Galbraith

12:15 - 1:45 p.m.
Committee W Luncheon: "Free Speech at Risk," Nadine Strossen, President, ACLU

8:00 - 11:00 p.m.
Optional Tour: Washington by Night

6:00 - 11:00 p.m.
Optional Tour: Dinner at 700 Water Street, Show at Arena Stage (choice of *Mrs. Klein* by Nicholas Wright or *The Visit* by Friederich Durrenmatt)

Sunday, June 14
10:00 a.m. - 12:00 Noon
Annual Meeting Session III

For registration packets and information on accommodations and airfare discounts, call the AAUP national office at 1-800-424-2973.

LETTERS

Your letters to *Academe* are encouraged. If you would like your letter to be considered for publication, please limit your comments to three hundred words or fewer. *Academe* reserves the right to edit letters to fit space limitations.

Administrators Keep Paper at Bay

I read with interest the article on administrative bloat in the November–December 1991 issue. The school of which I am president, New Mexico Tech, is a small (1,400-student) Ph.D.-granting science and engineering school which has been facing the problem of increased administrative personnel. Having spent most of a thirty-five-year career as a working professor, this concerns me. I still teach.

In my opinion, a highly significant factor in the growth of administration at all levels has been the stunning increase in federal and state regulations and required procedures which has occurred in the last few decades. Since becoming president here, and despite sincere efforts to minimize administrative growth, we have increased administrative and non-academic support personnel by about 20 percent in the past eight years—the percentage figure translates into twenty people.

Frankly, part of their job is to reduce or lift the onus of filling out forms from the faculty. The amount of data required by the federal government, our state oversight board, and the state legislature is monstrous. Also, we have added a valuable affirmative action office. This past year, we underwent five audits by state and federal auditors (we do a lot of federally funded research), the latter driven by the unhappy problems at Stanford and elsewhere. We have been forced into tighter and tighter financial record-keeping and controls requiring additional people.

Yet another thrust forcing administrative growth is the increasingly litigious nature of the academic environment. Court case after court case has found schools culpable because insufficient precautions or controls were exerted. I cannot overemphasize the impact of this problem on universities.

While I agree that there has been rapid, and in some cases perhaps unwarranted, administrative growth, I do feel that forces outside academe are in significant measure responsible. Some schools may have overreacted to these forces and overstaffed. I appreciate your keeping this problem before the academic community.

LAURENCE H. LATTMAN
President
New Mexico Tech

Midwinter's Nightmare

After reading the November–December issue on administrative bloat, I thought you might find the following instructive:

How to Get Thirty-Five Copies of *A Midsummer Night's Dream* Before First Rehearsal

A. How to do it in the real world:
   1. Call campus bookstore and order scripts.
   2. Call bookstore to confirm delivery date.
   3. Receive call from bookstore saying scripts are in.
   4. Walk to bookstore and pick up scripts.

B. How to do it at a state college in Connecticut:
   1. Call Purchasing Agent (PA) to find that I cannot order from campus bookstore.
   2. Fill out a Purchase Order Request form, which includes
   3. looking up ISBN,
   4. calling library to get address of publisher,
   5. explaining to library that I don't want *them* to order it,
   6. receiving return call from library with address,
   7. getting Division Director's signature,
   8. walking to Administration building,
   9. getting the Assistant-to-the Dean's signature,
   10. giving form to PA personally.
   11. Receive copy of Purchase Order itself.
   12. File with my copy of PO Request form.
   13. Call PA's assistant to be sure delivery will be on time.
   14. Call PA's assistant to find out what he found out when he asked publisher about delivery.
   15. Tell PA's assistant that "maybe" on time is not acceptable and to have publisher send scripts by next-day air.
   16. Call PA's assistant and leave message to call me at home.
   17. Receive call from PA's assistant saying scripts will be shipped next-day air.
   18. Call Mail Room to alert them to express package.
   19. Walk to Mail Room since they are not answering phone.
   20. Call Mail Room Supervisor since no one is in Mail Room and ask that she alert Mail Room.
   21. Alert Division Secretary.
   22. Check mail box at 2:00 p.m. of promised delivery day (last business day before rehearsal).
   23. Check with Division Secretary at 2:03 p.m.
   24. Check with Mail Room at 2:05 p.m.

25. Check mail box at 2:30 p.m. and discover scripts.
26. Call PA's assistant and thank him for his help.
27. Mail this letter.

CLARK BOWLEN
Theatre Program Director
Manchester Community College

We Are Not Generic

Your drawing on pp. 24–25 of *Academe* (January–February 1992) shows a faculty relocation from a generic University of the West to a similar University of the South.

We would like to inform you that we are very real, possess an active AAUP chapter which includes almost half the faculty, and offer one of the better liberal arts programs in the nation.

Perhaps what we say about ourselves is indeed too true—we are the best-kept secret in the South.

HAROLD J. GOLDBERG
History
President, Sewanee AAUP Chapter
University of the South

Politicizing AAUP?

When the current and five preceding chairs of AAUP's Committee A on Academic Freedom and Tenure have sent a joint letter to the Association objecting to the September–October 1991 issue's "Statement on the 'Political Correctness' Controversy," we can rightly infer that the president's *ad hoc* committee did not place its primary allegiance to the AAUP's long-term commitment to academic freedom. Improper orthodoxy is a serious threat to academic freedom; some of the administrations censured by the AAUP are on the list for that very reason.

If the AAUP scrutinizes charges of improper orthodoxy carefully when they involve an alleged infraction by a right-wing party but merely winks at a similar violation by a left-wing party, an inappropriate politicization of the Association would occur. By insinuating that those who complain of improper orthodoxy of a leftish sort have a secret agenda to overturn the principle of equal opportunity, the *ad hoc* committee was using McCarthyite intimidation tactics designed for silencing rather than furthering debate. So far, *Academe* has tilted the debate in favor of those sharing the editor's views; when will we get a feature article written by someone on the other side of the debate, one from that "vociferous band" represented by Arthur Schlesinger, Eugene Genovese, and C. Vann Woodward?

PHILIP WILLIAMS
History
The University of Vermont

Congratulations on the New Look

After thorough examination of the January–February issue of *Academe*, I must commend you. The new format is quite impressive, and in my judgment, more attractive than the previous design. Thank you for such a perceptible, significant change.

Hopefully *Academe* will continue to address the most crucial issues of the professoriate and higher education. University governance, salaries and pension plans, copyright legislation, teaching and research, and recruiting new Association members, must remain in the forefront of our agenda. The fact that each issue of *Academe* will no longer be devoted to one theme is a sound idea. As a result, I believe readership will not only increase, but a diversity of important topics can be presented.

EMIL ANTHONY RICCI
History
Villanova University

Athletic "Scholarships"

I am delighted with your intended changes in *Academe*. The idea of having the entire issue focus on a single topic never appealed to me. I have also wanted to see letters to the editor and hope you will print this one.

The recent statement about college athletics contains nothing with which I disagree, but there is a glaring omission. It seems strange to me that it says nothing about so-called scholarships for athletes. It mentions financial aid, but financial aid is not the same as granting scholarships to athletes.

In my opinion the AAUP ought to take a strong stand against all so-called scholarships (which should be called athleticships because the granting of them has nothing to do with being a scholar). How can the academic world justify giving free tuition and other goodies to athletes when such money is not available for good students in chemistry, mathematics, history, etc.? I submit that the very idea behind these so-called scholarships is indefensible. It is these so-called scholarships that basically enable the "extra-curricular" tail to wag the academic dog. The AAUP should vigorously condemn the entire practice.

C. RALPH VERNO
Mathematics
West Chester University

CENSURED ADMINISTRATIONS

Investigations by the American Association of University Professors of the administrations of the institutions listed below show that, as evidenced by a past violation, they are not observing the generally recognized principles of academic freedom and tenure endorsed by this Association, the Association of American Colleges, and more than 140 other professional and educational organizations. The 1940 *Statement of Principles on Academic Freedom and Tenure* may be found in the May-June 1990 issue of *Academe*.

This list is published for the purpose of informing Association members, the profession at large, and the public that unsatisfactory conditions of academic freedom and tenure have been found to prevail at these institutions. Names are placed on or removed from this censure list by vote of the Association's Annual Meeting.

Placing the name of an institution on this list does not mean that censure is visited either upon the whole of the institution or upon the faculty, but specifically upon its present administration. The term "administration" includes the administrative officers and the governing board of the institution. This censure does not affect the eligibility of nonmembers for membership in the Association, nor does it affect the individual rights of members at the institution in question.

Members of the Association have often considered it to be their duty, in order to indicate their support of the principles violated, to refrain from accepting appointment to an institution so long as it remains on the censure list. Since circumstances differ widely from case to case, the Association does not assert that such an unqualified obligation exists for its members; it does urge that, before accepting appointments, they seek information on present conditions of academic freedom and tenure from the Association's Washington office and prospective departmental colleagues. The Association leaves it to the discretion of the individual, possessed of the facts, to make the proper decision.

The censured administrations, with dates of censuring, are listed below. Reports were published as indicated by the *Bulletin* or *Academe* citations in parentheses following each listing. Reference should also be made to "Developments Relating to Censure by the Association" and to the "Report of Committee A," each of which appears annually in *Academe*.

Grove City College (Pennsylvania) (March 1963, 15-24).....1963

University of the Ozarks (Arkansas) (December 1963, 352-59)..1964
Censure was voted specifically on the Board of Trustees, and not on the institution's administrative officers.

Amarillo College (Texas) (September 1967, 292-302).....1968

Frank Phillips College (Texas) (December 1968, 433-38) 1969

University of Central Oklahoma (March 1969, 66-77) 1969

Southern Arkansas University (March 1971, 40-49) 1971

Colorado School of Mines (March 1973, 73-79) 1973

Rider College (New Jersey) (March 1973, 93-100) 1973

Camden County College (New Jersey) (September 1973, 356-62) 1974

Virginia Community College System (April 1975, 30-38) 1975

Concordia Seminary (Missouri) (April 1975, 49-59) 1975

Houston Baptist University (April 1975, 60-64) 1975

Murray State University (Kentucky) (December 1975, 322-28) ..1976

Blinn College (Texas) (April 1976, 78-82).....1976

Marquette University (Wisconsin) (April 1976, 83-94) 1976

University of Osteopathic Medicine and Health Sciences (Iowa) (April 1977, 82-87) 1977

State University of New York (August 1977, 237-60) 1978

University of Detroit Mercy (March 1978, 36-54) 1978

Phillips County Community College (Arkansas) (May 1978, 93-98) 1978

University of Texas of the Permian Basin (May 1979, 240-50)..1979

Wingate College (North Carolina) (May 1979, 251-56) 1979

Olivet College (Michigan) (April 1980, 140-50).....1980

Nichols College (Massachusetts) (May 1980, 207-12) 1980

Bridgewater State College (Massachusetts) (April 1981, 86-95)..1981

Yeshiva University (New York) (August 1981, 186-95).....1982

Sonoma State University (California) (May-June 1983, 3-12) ...1983

Auburn University (May-June 1983, 24-32).....1983

American International College (Massachusetts) (May-June 1983, 42-46) 1983

Illinois College of Optometry (November- December 1982, 17a-23a) 1984

Metropolitan Community Colleges (Missouri) (March-April 1984, 23a-32a) 1984

University of Northern Colorado (May-June 1984, 1a-8a).....1984

Westminster College of Salt Lake City (November-December 1984, 1a-10a) 1985

Southwestern Adventist College (Texas) (January-February 1985, 1a-9a) 1985

Temple University (May-June 1985, 16-27).....1985

Talladega College (Alabama) (May-June 1986, 6a-14a).....1986

Southern Nazarene University (Oklahoma) (November-December 1986, 7a-11a) 1987

Morgan State University (Maryland) (May-June 1987, 23-32)...1987

The Catholic University of Puerto Rico (May-June 1987 33-38).....1987

Husson College (Maine) (May-June 1987, 45-50).....1987

Hillsdale College (Michigan) (May-June 1988, 29-33).....1988

University of Judaism (California) (May-June 1988, 34-40) 1988

Maryland Institute, College of Art (May-June 1988, 49-54) 1988

Southeastern Baptist Theological Seminary (North Carolina) (May-June 1989, 35-45).....1989

Alabama State University (May-June 1989, 46-56) 1989

Concordia Theological Seminary (Indiana) (May-June 1989, 57-67) 1989

The Catholic University of America (September-October 1989, 27-40) 1990

Saint Leo College (Florida) (November-December 1989, 34-40).....1990

New York University (May-June 1990, 49-56) 1990

Association News and Upcoming Events

AAUP UPDATE

At UNLV, Basketball vs. the University

Just two years after its championship season, the basketball team at the University of Nevada, Las Vegas (UNLV), on probation, is ineligible to compete in this year's National Collegiate Athletic Association tournament. But the real concerns on campus right now appear to be, Will basketball coach Jerry Tarkanian still have his job next season, over the wishes of university president Robert Maxson? And just who has the real clout at UNLV?

Tarkanian has insisted that he will not resign his post, as he once agreed to do, claiming that the university has tried to sabotage his program. Recruiting violations by the basketball team and reports that players associated with a man convicted of fixing sports events had led Tarkanian last year to agree to resign after the 1991-92 season.

"It's outrageous that athletic and academic programs are pitted against one another," AAUP president Barbara Bergmann said, adding that "no college or university should ever be placed in the position of having to subordinate academic integrity to sports. Faculty all over the country are cheering on President Maxson and his attempts to clean up the program and place it back into the proper perspective."

Maxson has said that the institution is "going to have to decide whether we're going to be a serious academic institution or not," adding that the real issue is what should be central to the university's mission.

The UNLV faculty senate recently introduced a resolution calling for a two-year moratorium on the basketball program. "Faculty members at UNLV are no longer willing to stand by silently and let academic concerns be trampled underfoot, and the AAUP encourages and welcomes their participation in the process," Bergmann said. "We are consulting with faculty leaders at UNLV and have offered to assist them in trying to reassert the faculty's role in university governance."

AP/Wide World

New Chapters Take on Governance, Budget Issues

The success of a new chapter at Boise State University has sparked the revival of AAUP's Idaho Conference. The Boise State chapter, which was created last fall and already has grown to more than sixty members, hosted a recent meeting with the University of Idaho chapter. The conference expects to include two additional chapters at Lewis-Clark State College and Idaho State University.

The state's board of education currently serves a supervisory role over everything from kindergarten to the post-graduate level. The conference issued a proposal for a separate governing board for the state's higher education institutions; under the proposal, the governor would ap-

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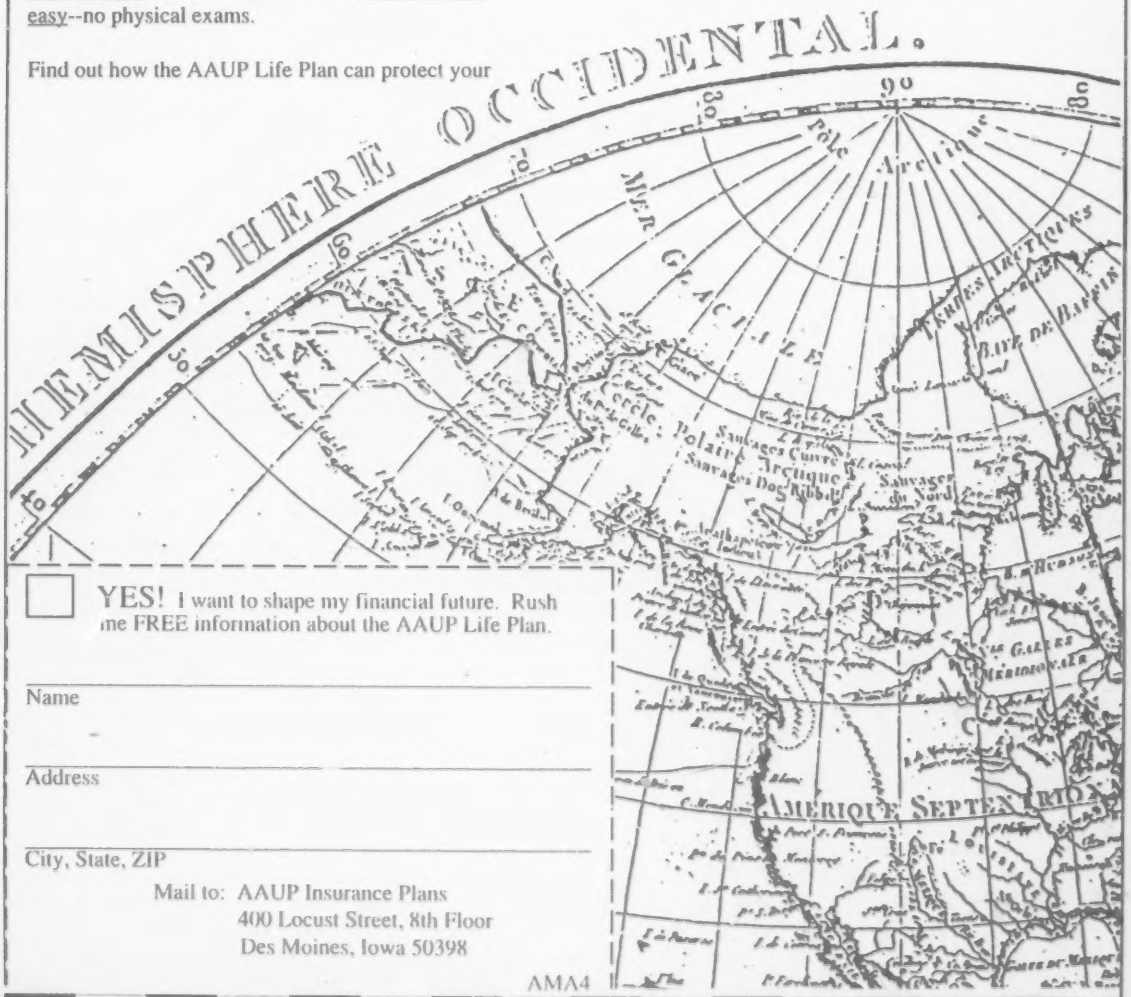

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point its members from a list developed by a selection committee that includes students and faculty members. The conference also recommended that the existing state council of presidents be expanded to include presidents of all the Idaho public four-year institutions and community colleges. In addition, the conference wants those presidents to be guaranteed direct access to the board of education and to the state legislature.

Conference members offered their proposals as an alternative to a system under which a chancellor would exert strong supervision. "A chancellor system would just add an expensive layer of administration between the presidents and the state board," says conference president Keetjie Ramo of Boise State University.

The conference also considered a board of education proposal that would require state institutions to submit annual reports on the consulting activities and outside employment of their faculty members. "It's good to have policies in place that monitor potential conflicts of interest," says Ramo, "but if board members are concerned that consulting work takes professors away from what they should be doing at the university, well, there are procedures you can use to find out if professors aren't doing their jobs. You can observe their classroom performance, for instance. The amount of time that professors spend working outside the classroom should not be a concern."

The Association recently welcomed new or reactivated chapters at Southern University at New Orleans; New England College (New Hampshire); Albertus Magnus College; the University of Maryland, Baltimore County; and Benedict College. Chapter members at New England College "want to be more involved with the school's budget," says its president, Gary McGrath. "We want to know where the money goes, what use we're making of endowments. Right now we're in the dark about these matters."

Free Expression and Finance at Annual Meeting

Panel discussions at AAUP's Annual Meeting will reflect two areas of great concern on campus: whether expression should be limited and how faculty can deal with campus fiscal crises. The tentative topics: "Should There Be Limitations on Free Speech?" "Campus Response to the Fiscal Crisis," "Financial Analysis for Chapters," and "Current Equity Issues on Campus." The Committee W luncheon speaker will be Nadine Strossen, president of the American Civil Liberties Union.

The Annual Meeting will be held June 13–14 at the Omni Shoreham hotel in Washington, D.C. Registration and hotel reservations are due by May 13. For more information or a meeting packet, call Dori Binsted in the AAUP Washington office.

Thirty Years Ago in the *Bulletin*

A riot, culminating in two deaths and the destruction of property, took place September 30–October 1 on the campus of the University of Mississippi. Violence was part of the protest against the admittance, under court directive, of Mr. James H. Meredith, a properly qualified student. Order was restored by the arrival in Oxford and the surrounding area of 23,000 members of the United States Army and other military and law enforcement agencies.... On October 3, the University of Mississippi chapter adopted and made public a resolution which was printed in many newspapers across the nation. Probably more than any other statement, it has served to bring home to the national community the poignant concern of our colleagues in Oxford for the truth, and thereby for their institution. President John F. Kennedy, in a letter of October 8, which acknowledged the resolution, wrote: "May I say how pleased I was over the action you took, which is in the best tradition of academic responsibility in a free university."

—Louis Joughin, "The University of Mississippi Situation: A Review of the Association's Interest and Action," Winter 1962

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Questions about membership status and *Academe* subscriptions may be directed to the Business/Member Services office, Monday–Friday 8:30 a.m. to 4:30 p.m. Orders for AAUP publications may be placed with the receptionist.

CB Summer Institute to Feature New Workshop

Participants in this year's Collective Bargaining Summer Institute will be able to sign up for a new workshop on media relations and chapter development. Four topics from previous years—chapter leadership, negotiations, contract and grievance administration, and advanced arbitration—are also available.

The eleventh annual Summer Institute will be held on the campus of Hofstra University in Hempstead, N.Y., from July 16 to July 19. In addition to the training workshops, participants can attend mini-seminars on current topics. Members from collective bargaining chapters and others interested in chapter development are invited to attend. Registration fees include the program, accommodations, meals, entertainment and materials.

For further information, contact Rahel Ketema in the AAUP Washington office. The deadline for registration is July 1.

Gift Commemorates "Unsung Hero" of Teaching

James Loewen, professor of sociology at the University of Vermont, in February gave $1,000 to AAUP's

AAUP

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Academic Freedom Fund. He accompanied the gift with this note to the Association:

"My uncle, Dr. Peter F. Loewen, was professor of English from 1953 to 1971 at Mississippi State University. He was a force for tolerance during the difficult times when Mississippi State moved from being a totally segregated institution to one open to all races. I remember his pleasure when the MSU chapter of AAUP voted to support the president of the university in the early 1960s—a modest act, but one that in that climate took courage. He encouraged me in my own research in race relations and helped me begin a lifelong association with Mississippi.

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LEGAL WATCH

Politics, Law, and Lesbian and Gay Faculty

By Ann H. Franke

The relationship between AAUP policy and legal rights is well illustrated by the status of lesbian and gay faculty members. AAUP policy condemns discrimination in colleges and universities on the basis of sexual or affectional preference. The 1976 Annual Meeting adopted this principle, which was proposed by the University of Akron chapter. The phrase "sexual or affectional preference," was designed to cover both sexually active and celibate individuals, and the Annual Meeting formally added it to the policy statement *On Discrimination*. From the Association's standpoint, colleges and universities may not reward or punish faculty members on this basis, regardless of the status of specific legal obligations.

As a legal matter, protections for lesbian and gay faculty members vary by jurisdiction. Only the District of Columbia and five states—Connecticut, Hawaii, Massachusetts, New Jersey, and Rhode Island—have adopted statutes outlawing discrimination on the basis of sexual orientation. In the other 45 states faculty members who suffer this form of discrimination have little or no legal recourse; and no federal statute forbids discrimination against lesbians and gays. AAUP nonetheless considers its policy to set standards of sound academic practice for the entire country.

Protections for the right to *speak about* homosexuality are as important under AAUP policy as protections for personal sexual orientation.

Both before and after adoption of its policy in 1976, AAUP has vigorously defended the right of faculty members to express views on sexual matters that may run counter to prevailing popular opinion. In 1969, censure was imposed on the administration of Broward Junior College in Florida in such a circumstance. The college had declined to renew the contract of a probationary faculty member after he sharply questioned a speaker on campus who had warned of the dangers of "sexual deviation." The faculty member loaned to the speaker, who was an official of the school system, a book advancing the proposition that sexual differences were not necessarily sexual perversions. College officials thereafter kept the faculty member "under observation" and, notwithstanding confidence in his abilities as a teacher, dismissed him for "beliefs contrary to accepted social patterns." Censure was lifted five years later, after a new administration at the college brought its procedures into substantial conformity with Association policy and offered redress to the faculty member.

The First Amendment right to speak on the topic of homosexuality arose in the U.S. Supreme Court in 1984 in a case in which the Association participated as a friend-of-the-court. Oklahoma passed a statute permitting the dismissal of public school teachers, student teachers, and teachers' aides who advocated or encouraged "public or private homosexual activity." In its brief the Association observed that faculty members would be called upon to interpret the law as they trained the state's future school teachers and supervised them as student teachers. Substantively, the brief argued that the statute, in proscribing "advocacy," was unconstitutionally vague. Could a teacher advocate the decriminalization of consensual homosexual conduct? Could she publish an essay sympathetic to the lesbian protagonist in *The Children's Hour*? Drawing on other First Amendment precedents, AAUP argued that the lack of guidance would cause speakers to steer clear of anything remotely resembling advocacy. The Supreme Court's uninspired response was to reach a tie vote and publish no written opinion on the case, which affirmed the lower court's ruling that the statute was unconstitutional.

Other legal and policy issues abound on campuses today. One is the propriety of discrimination against lesbian and gay professors and students at religious institutions where policies may rest on doctrinal foundations. Another is the exclusion of gay students from ROTC programs; related is the issue of barring on-campus career interviewing by employers, such as the military, that discriminate against homosexuals. Extending official recognition to student groups interested in gay and lesbian concerns has proven controversial on some campuses. At other places the academic freedom of speakers whose views are offensive to gays and lesbians has been challenged.

While the Association has taken an interest in these headline-grabbing issues, it also continues the basic task of assuring the adequacy of fundamental institutional policies.

Today most college and university faculty handbooks contain a policy condemning discrimination. The typical policy will include race, sex, national origin, handicap, and age, which are all areas covered by federal law. Less frequently will the policy also include sexual or affectional preference (whether phrased in these or similar terms). While a recent survey found more than 150 examples of college and university non-discrimination policies that protected sexual orientation, much work still remains to be done. AAUP members, chapters, and the Washington office are all pressing for wider adoption of this principle. The weakness of legal protections for sexual preference heightens the importance of a strong AAUP policy commitment.

Ann H. Franke *is AAUP Counsel.*

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